UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
19-CA-295089	5-2-2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ccurring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	1
a. Name of Emp oyer		b. Te . No. (b) (6), (b) (7)(C)
F5, Inc.		c. Ce No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
		(206) 272-5556
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	g. e-ma
801 5th Ave S Seattle WA 98104	(b) (6), (b) (7)(C)	(b) (b) (b) (7)(c)
Seattle WA 98104		(a) (b) (b) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d
		h. Number of workers emp oyed
		6500 global, 2500 Seattle
. Type of Estab shment (factory, mine, wholesaler, etc.)	j. Ident fy pr nc pa product or serv ce	
Technology office	Computer software	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of so	ection 8(a), subsections (1) and
(list subsections)	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are p	practices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labo	r practices)
	disciplinary action by my employer agains	t me. I beleive this action was made
in retaliation for my participation in a protected	d concerted activity on or about (b) (6), (b) (7)(C),	2022.
3. Fu name of party f ng charge (if labor organization, g	ive full name, including local name and number)	
(b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Te. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		
		4c. Ce No.
		(b) (6), (b) (7)(C)
		4d. Fax No.
		(b) (6), (b) (7)(C)
		4e. e-ma
		(b) (6), (b) (7)(C)
5. Fu name of nat ona or nternat ona abor organ zat or	n of which it is an aff ate or constituent unit (to be fille	ed in when charge is filed by a labor organization)
	ARATION	Te . No.
I declare that I have read the above charge and that the statements		(b) (6), (b) (7)(C)
are true to the best of my knowledge and belief.		Off ce, f any, Ce No.
	(b) (b), (b) (7)(C), Individual	(b) (6), (b) (7)(C)
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	_ 2022-05-01	e-ma
Address	Date	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST **EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-295089	5/11/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the r	egion in which the alleged unfair labor practice occurred or is occurring.
1	EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
F5, Inc.		(b) (6), (b) (7)(C)
		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	(206) 272-5556
801 5th Ave. S.	(b) (6), (b) (7)(C)	g. e-mail
Seattle, WA 98104		(b)(6).(b)(7)(C)@f5.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Technology Office	Computer Software	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections)	of the National Lab	oor Relations Act, and thest unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices affecti	ing commerce within the meaning of
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state		
On about (a) (b) (c) (c) (d) (d) and (d) (d) 2022, the above-named E		
protected concerted activities and/or instructed (b) (6		concerted activities and/or said job
was at risk because engaged in protected concer	ted activities.	
3. Full name of party filing charge (if labor organization, g	ive full name. including local name and number)	
(b) (6). (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		4c. Cell No.
		(b) (6), (b) (7)(C)
		4d. Fax No.
		(b) (6), (b) (7)(C)
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be fille	d in when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
declare that I have read the abo	ve charge and that the statements	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) are true to the best of m	ny knowledge and belief.	Office, if any, Cell No.
	(b) (6), (b) (7)(C), Individual	(b) (6), (b) (7)(C)
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		e-mail
Address	Date	(b) (6), (b) (7)(C)
		· / · / · / · / · /

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed 5/2/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ing.	
	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No.	
NavigatorSRVS, Inc. (NavigatorCRE)		(866) 449-6284	
		c. Cell No.	
		f Fay No	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
500 Union St Suite 520	(b) (6), (b) (7)(C)	g. e-mail	
		info@navigatorcre.com	
WA Seattle 98101		h. Number of workers employed	
		50	
i Type of Establishment (factory, mine, wholeseler, etc.)	j. Identify principal product or service		
i. Type of Establishment (factory, mine, wholesaler, etc.)			
Real Estate Operations	software		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sectior	18(a), subsections (1) and	
(list subsections) 1	of the National Labor I	Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practi	ices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.	g		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)	
See additional page			
See additional page			
	vivo feella a una dia alcadia acta a alcada a and a comb and		
(b) (6), (b) (7)(C) party filing charge (if labor organization, g	nve ruii name, including locarname and number)		
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No.	
		(b) (6), (b) (7)(C)	
(1.) (2.) (1.) (7.) (2.)		4c. Cell No.	
(b) (6), (b) (7)(C)			
_		4d. Fax No.	
		4e. e-mail	
		(b) (6), (b) (7)(C)	
5. Full name of national or international labor organizatio	n of which it is an affiliate arcanctituant unit /te he filled in		
5. Full flathe of flational of international labor organizatio	Troi which it is an anniate of constituent unit (to be filled in	when charge is filed by a labor organization)	
e DECL	ADATION	LTIN	
	ARATION ove charge and that the statements	Tel. No.	
	ny knowledge and belief.	(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	iy knowledge and belief.	Office, if any, Cell No.	
(b) (6), (b) (7)(C)		, ,,	
		FavNa	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.	
(b) (6), (b) (7)(C)		I	
	D I 05/07/2022 02:54:27 DM	e-mail	
Address	Date 05/02/2022 03:54:27 PM	e-mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	10.04.005101	Date Filed
	19-CA-295181	5/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	hschultz@starbucks.com
Seattle, WA 98134		h. Number of workers employed
		Est. 245,000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	actices)
Within the last six months, and specifically or	n or around May 3, 2022, Starbucks through	its CEO Howard Schultz violated
the Act by stating that unionization would be		its CEO Howard Schultz violated
and 1200 by stating that children we also be		
Because these actions have the potential to	inflict irreparable injury upon numerous of	ongoing union organizing efforts
throughout the country, and because of Schul		
10(j) is requested.		
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code))	4b. Tel. No.
Workers United		(646) 448-6414
22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
E Full name of national or international labor organization	of which it is an affiliate or constituent unit #- b- Ell-J i	rminter@pjbwu.org
5. Full name of national or international labor organization	i of which it is an anniate of constituent unit (to be filled if	i when charge is filed by a labor organization)
Service Employees International Union		
	ARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(206) 257-6012
Office, if any, Cell No.		Office, if any, Cell No.
Halred + 11/1	Gabe Frumkin, Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400		(206) 378-4132
Address Seattle, WA 98119	Date 05/04/2022	e-mail
		frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-295181	Date Filed 6/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	ıg.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
Seattle, WA 98134		h. Number of workers employed
· · · · · · · · · · · · · · · · · · ·		Est. 245,000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	ging in unfair labor practices within the meaning of section practices affecting commerce within the meaning of the Acct and the Postal Reorganization Act.	8(a), subsections (1) of the National ct, or these unfair labor practices are
2. Basis of the Charge (set forth a clear and concise state Within the last six months, and specifically violated the Act by stating that unionization stores where employees are unionizing ununionizing. Because these actions have the potential efforts throughout the country, and because their under Section 10(j) is requested. 3. Full name of party filing charge (if labor organization, gray Workers United) 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	on or around May 3, 2022, Starbucks throon would be an act of futility, by making a new favorably, and by promising benefits to to inflict irreparable injury upon numerouse of Schultz's propensity for making startive full name, including local name and number)	ough its CEO Howard Schultz a threat to treat employees at employees who abstain from us ongoing union organizing
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
Service Employees International Union		
	ARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(206) 257-6012
Halid E.li	Och a Farmalia Attaman	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	Gabe Frumkin, Attorney (Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 0/09/2022	e-mail frumkin@workerlaw.com
		Hullking workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-295191	5/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Allied Universal		b. Tel. No. 206-448-4040	
		c. Cell No.	
Address (Otrect situates and 710 ands)	a Faralauca Danasacatatius	f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 801 S. Fidalgo St., Ste. 200 Seattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @AUS.com	
		h. Number of workers employed 2000	
i. Type of Establishment (factory, mine, wholesaler, etc.) Security contractor	j. Identify principal product or service Security		
The above-named employer has engaged in and is engage (list subsections) $8 (a) (5)$ practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the National Labor I	Relations Act, and these unfair labor	
	the act by refusing to acknowledge that (b) (6), (b) (7)(C) and refusing to meet regarding a grievance filed on (b) (c) to		
3. Full name of party filing charge (if labor organization, g. (b) (6), (b) (7)(C) - SEIU6 Property Services NW			
4a. Address (Street and number, city, state, and ZIP code 3720 Airport Way S)	4b. Tel. No. 206-448-7348	
Seattle, WA 98134		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-mail (b) (6), (b) (7)(C) @seiu6.org	
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)	
Service Employees International Union			
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. 206-448-7348	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.	
(si	(Print/type name and title or office, if any)	Fax No.	
3720 Airport Way S., Seattle, WA 98134 Address	Date 5/3/2022	e-mail (b)(6),(b)(7)(C)(@seiu6.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-295259	5/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

a sg	or and anogon annual land. product occurred or its con-	
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
Connections Education LLC d/b/a		b. Tel. No. 360-338-6340
		c. Cell No. 360-338-6340
c. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. 360-628-8808
	(b) (6), (b) (7)(C)	g. e-mail
111 Tumwater Blvd. SE, Suite B203 Tumwater WA 98501		@waca.connectionsacademy.org
Turriwater WA 90301		h. Number of workers employed Approximately104
i. Type of Establishment (factory, mine, wholesaler, etc.) Online K-12 Education Provider	j. Identify principal product or service K-12 Education	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the	
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor p	practices)
Within the last six months the employe informing employees that it will not be set in previous years because of SEIU Local this statement in one-and one-meetings velack of renewals was "because of the unical statement of party filing charge (if labor organization, grants).	nding out employment renewal letters a 925's organizing. The employer has in with employees, noting that it did not wa on".	as it has always done at this time nstructed its supervisors to make
Service Employees International Union, Le		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (206) 322-3010
1914 N. 34 th St. Suite 100		4c. Cell No. (253) 297-9149
Seattle WA 98103		4d. Fax No. (206) 547-5581
		4e. e-mail sbright@seiu925.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6002
Lave Man Larren	Kathy Barnard	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>05/04/2022</u>	e-mail barnard@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295262	Date Filed 5/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		eccurring.	
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer USPS		b. Tel. No. (b) (6), (b) (7)(C)	
		c. Cell No.	
		(b) (6), (b) (7)(C)	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
7241 185th Avc. NE	(b) (6), (b) (7)(C)	g. e-mail	
Redmond, WA 98052		1	
		h. Number of workers employed	
		100+	
i. Type of Establishment (tactory, mine, wholesaler, etc.)	j. Identify principal product or service		
mailing, processing and delivery	US Mail, parcel		
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of s	ection 8(a), subsections (1) and	
(list subsections) 8 (a) (5)		abor Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are p	practices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the elleged unfair labo	or practices)	
Within the last 6 months, Redmond Employees we working from 4:00 am - 9:45 am without a rest bre		after working 2 hours. Employees were	
3. Full name of party filing charge (if labor organization, g. Greater Seattle Area Local - American Postal Wor			
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.	
PO Box 48148		4c. Cell No.	
Burien, WA 98148			
		4d. Fax No.	
		4e. e-mail	
		46. Gallair	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be fit	lled in when charge is filed by a labor organization)	
APWU, AFL-CIO			
	ARATION	Tel. No.	
	eve charge and that the statements	206-241-6038	
of my knowledge and bolief, (b) (6), (b) (7)(C)		Office, if any, Cell No. (b) (6), (b) (7)(C)	
	(Printtype name and title or office, if any)	Fax No.	
		206-241-7939	
PO Box 48148 Burien, WA 98148	Date 5/4/2022	e-mail	
Address	Date	(b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-295290	Date Filed 5/5/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	curring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer St. Michael Medical Center (Virginia Mason Franciscan Health)		b. Tef. No. (b) (6). (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1800 Northwest Myhre Road Silverdale, WA 98383	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@chifranciscan.org
		h. Number of workers employed 650
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Center	j. Identify principal product or service Healthcare	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) 8(a)(1), 8(a)(5)	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pra	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor p	practices)
Within the last six months, the above named Employuranteed by Section 7 of the act by demanding the guaranteed by Section 8 of	nat employees cease distributing pro-union infor we full name, including local name and number) at 3000	mation on the threat of discipline.
4a. Address (Street and number, city, state, and ZIP code, 5030 First Avenue South, Suite 200 Seattle, WA 98134)	4b. Tei. No.
504110, 172,70134		4c. Cell No. (253) 249-8859
		4d. Fax No. (206) 436-6700
33-41-11-11-11-11-11-11-11-11-11-11-11-11-		dbarnes@ufcw2 1 .org
 Full name of national or international labor organization United Food and Commercial Workers International 	of which it is an affiliate or constituent unit <i>(to be filled i</i> 1 Union	in when charge is filed by a labor organization)
6. DECLA Todeclare that I have read the above are true to the best of my	e charge and that the statements	Tel. No.
() asid farnes	David Barnes, Bargaining Director	Office, if any, Cell No. (253) 249-8859
asignature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 436-6700
Address 5030 First Avenue South, Suite 200 Seattle	e, WA 98134 Date 05/02/2022	e-mail dbarnes@ufcw21.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1081)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-295355	Date Filed 5/6/2022

e-mail

Frumkin@workerlaw.com

		0/0/2022
INSTRUCTIONS: File an original with NLRB Regional Director for the region in wh	ich the alleged unfair labor practice occurred or is occurring.	
	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 764-3000
CalPortland		(b) (6), (b) (7)(C) c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-
4002 W. Marginal Way SW	(b) (6), (b) (7)(C)	g. e-mail (b)(0)(0)(7)(0)(@calportland.com
Seattle, WA 98106		h. Number of workers employed
		Approx. 6
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Aggregate yard - gravel	Construction	
The above-named employer has engaged in and is eng National Labor Relations Act, and these unfair labor p practices are practices affecting commerce within the r	ractices are practices affecting commerce within the	meaning of the Act, or these unfair labor
2. Basis of the Charge (set forth a clear and concise statement	t of the facts constituting the alleged unfair labor practices,)
Within the last six months the Employer has viol	ated the Act by among other things retaliating	against employees who were on strike
after they returned to work by subjecting the emp		
a marked deviation from the conditions of work t	hat employees experienced before participating	in the strike.
3. Full name of party filing charge (if labor organization, give	a full vama including local vama and number)	
General Teamsters Local Union 174	e full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.
1.6557		(206) 441-6060
14675 Interurban Ave. S, Suite 303		4c. Cell No.
Tukwila, WA 98168		
		4d. Fax No.
		(206) 441-4853
		4e. e-mail Local174@teamsterslocal174.org
5. Full name of national or international labor organization of	which it is an affiliate or constituent unit (to be filled in whe	m charge is filed by a labor organization)
International Brotherhood of Teamsters		
6. DEC	LARATION	Tel. No.
I declare that I have read the above to the best of my knowl	charge and that the statements are true	(206) 257-6012
96 1. DY		Office, if any, Cell No.
(signature of representative or person making charge)	Gabe Frumkin, Attorney (Print/type name and title or office, if any)	Fax No. 206-378-4132
7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	, , , , , , , , , , , , , , , , , , ,	Fax Inc. 200-3/6-4132

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Date05/06/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
19-CA-295396		Date Filed
	5/6/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	ıg.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Starbucks Corporation		(206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
	ging in unfair labor practices within the meaning of section practices affecting commerce within the meaning of the Acct and the Postal Reorganization Act.	
	ement of the facts constituting the alleged unfair labor prac	
Within the last six months, the Employer	has posted identical letters at each store	in the Pacific Northwest that
has filed to unionize. In the letter, the Em	ployer expressly or impliedly threatened e	mployees or suggested it was
futile to unionize, by telling employees th	nat bargaining for a labor agreement with	the Union will take a year or
longer, stated that a labor agreement may	not even be reached, and that wages, pay,	hours, and/or other terms and
conditions of employment would be "froze	en" during such protracted bargaining for a	labor agreement. Further, in
the same posting, the Employer directly	and/or impliedly threatened employees by	y suggesting that unless they
	, employees would no longer be able to have	
the Employer's District Manager for the in		1
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
	,	(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
1 /		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in w	C13 C
Service Employees International Union		
	ARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(206) 257-6001
		Office, if any, Cell No.
10/m/ 00	Marina Multharm Attaman	
(signature of representative or person making charge)	Marina Multhaup, Attorney	Fax No.
(signature of representative or person making charge) (Print/type name and title or office, if any) Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400	Date 05/06/2022	e-mail
Address Seattle, WA 98119	Date 05/06/2022	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-295426 Date Filed 5/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ OYER AGAINST WHOM CHARGE IS BROUGHT	urring.	
TO ACTION TO	OTER AGAINST WHOM CHARGE IS BROUGHT	b. Tel. No.	
a. Name of Employer Dawson Construction, LLC		(206) 623-5155	
		c. Cell No. (b) (6), (b) (7)(C)	
		f. Fax. No. (206) 374-2143	
d. Address (Street, city, state, and ZIP code) 405 32nd St. Bellingham, WA 98225	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (a) (b) (a) (a) (b) (c) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	
		h. Number of workers employed 100	
i. Type of Establishment (factory, mine, wholesaler, etc.) Contractor	j. Identify principal product or service Construction	,	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and	
(list subsections) 8(a)(1) and 8(a)(5)	of the National Labor	or Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
Within the past six (6) months, Dawson Construction information during negotiations with the Union.			
Full name of party filing charge (if labor organization, g Pacific Northwest Regional Council of Carpenters	ive full name, including local name and number) ("PNWRC")		
4a. Address (Street and number, city, state, and ZIP code 25120 Pacific Hwy S, Ste. 200, Kent, WA 98032	9)	4b. Tel. No. (253) 945-8800	
		4c. Cell No.	
		4d. Fax No. (253) 839-4908	
		4e. e-mail pnrwrc@nwcarpenters.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Brotherhood of Carpenters and Joiners of America			
declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (213) 488-4100	
Henry Jamely	Daniel M. Shanley, Attorney	Office, if any, Cell No. (702) 232-1555	
(signature of representative or person making charge) SHANLEY, APC,	(Print/type name and title or office, if any)	Fax No. (213) 488-4180	
Address 533 S. Fremont Ave., 9th Floor, Los Ang	eles, CA 90071 Date May 6, 2022	e-mail Dshanley@shanleyapc.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-295431	5/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Public School Employees of Washington/SEIU Lo	cal 1948 (PSE)	b. Tel. No. 253.876.7446
		c. Cell No. (b) (6), (b) (7)(C)
d Address (Ctreat alternation and 710 ands)	a Frankrica Passacatethia	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 602 W Main St., Auburn, WA 98001	e. Employer Representative Elyse Maffeo General Counsel	g. e-mail emaffeo@pseofwa.org
		h. Number of workers employed 53
i. Type of Establishment (factory, mine, wholesaler, etc.) Labor Union	j. Identify principal product or service Contract enforcement and bargaining	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and
(list subsections) (5)	of the National Labor F	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the last six months, the employer has failed party that is relevant and necessary for the charging Specifically, the employer refused to provide information employment.	and refused to bargain in good faith by refusing to g party to fulfill its statutory duty to fairly represer	o provide information to the charging at bargaining unit employees.
3. Full name of party filing charge (if labor organization, g. Public School Employees Staff Organization (PSE)	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code Attn: Kris Mott)	4b. Tel. No.
PSESO 33530 1st Way S, Suite 102 Federal Way, WA 98003		4c. Cell No. (253) 961-1887
4d. Fax No.		4d. Fax No.
		4e.e-mail paintermott@gmail.com
5. Full name of national or international labor organization NA	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the above	ARATION ve charge and that the statements	Tel. No. (253) 528-0277
are true to the best of m	y knowledge and belief. Aaron Streepy, attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 4218 227th Ave Ct East, Buckley, WA 98	3321 Date 5-6-22	e-mail aaron@mcguinnessstreepy.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 19-CA-295439	Date Filed 5/9/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in		ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
360 Sheet Metal Products		(360) 750-8558
		c. Cell No.
		f. Fax. No.
d Address (Chrost situs state and ZID and a)	e. Employer Representative	–
d. Address (Street, city, state, and ZIP code) 2400 NE 65th Ave. A	(b) (6), (b) (7)(C)	g. e-mail
2400 NE 00117 NO. 7	(=) (=) (=) (=)	
		(b) (6).(1) @360sheetmetal.com
WA Vancouver 98661		h. Number of workers employed
		15
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Others	Sheet metal fabricator	
The above-named employer has engaged in and is engaged	L ging in unfair labor practices within the meaning of section	n8(a) subsections (1) and
(list subsections) 5		Relations Act, and these unfair labor
practices are practices affecting commerce within the me		·
meaning of the Act and the Postal Reorganization Act.	arming of the Act, of those arman labor practices are pract	
Basis of the Charge (set forth a clear and concise state)	amont of the feets constituting the alleged unfairleborns	national
2. Dasis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unital labor pr	actices)
See additional page		
1 0		
3. Full name of party filing charge (if labor organization, g Brian Noble	ive full name, including local name and number)	
International Association of Sheet Metal, Air, Rail, and Tr		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(503) 254-0123
2270 NE 47045 Av Cuita 40		4c. Cell No.
2379 NE 178th Ave. Suite 16 OR Portland 97230		
Ort ordana 37230		4d. Fax No.
		4e. e-mail
		bnoble@smw16.org
5. Full name of national or international labor organizatio	n of which it is an affiliate arconstituent unit to be filled in	when abarga is filed by a labor organization)
3. Full flame of flational of international labor organizatio	TION WINCH IT IS AN ANIMATE OF CONSTITUENT UTIL (10 DE 1111EU III	when charge is filed by a labor organization)
6. DECL	ARATION	Tel. No.
	ove charge and that the statements	(503) 226-6111
are true to the best of m	ny knowledge and belief.	Office if any Call No
on the	Daniel Hutzenbiler	Office, if any, Cell No.
	Attorney	Emble
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
1635 NW Johnson St		
Address Portland OR 97209	Date 05/09/2022 01:36:36 PM	e-mail
/ (uui 000	Date	dhutzenbiler@mbjlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Installation of video cameras in/around the shop.	04/14/2022

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE Case Date Filed 19-CA-295439 9/19/2022

EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No.	
360 Sheet Metal Products		(360)750-8558	
		c. Cell No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.	
2400 NE 65th Avenue, Suite A,	(b) (6), (b) (7)(C)		
Vancouver, WA 98661		g e-mail	
		@360sheetmetal.com	
		h. er of Workers Employed	
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service	•	
wholesaler, etc.)			
Manufacturing	Sheetmetal		
I. The above-named employer has engaged in and	I d is engaging in unfair labor practices within the mea	ning of section 8(a), subsections (1), (3) and (5)	
of the National Labor Relations Act, and these un	fair labor practices are practices affecting commerce	within the meaning of the Act, or these unfair	
	within the meaning of the Act and the Postal Reorga se statement of the facts constituting the alleged uni		
3 (oyer failed and refused to bargain in good	, ,	
	yees by making unilateral changes in term		
	deo cameras around the facility. On or abo		
	o union activities in order to discourage su		
mistanca viaco damenas in response t	o union dolivites in order to discourage sa	or douvides.	
3. Full name of party filing charge (if labor organiz	ation, give full name, including local name and numb	ber)	
International Association of Sheet Me	tal, Air, Rail, and Transportation Workers,		
4a. Address (Street and number, city, state, and 2		4b. Tel. No.	
2379 NE 178th Avenue, Suite 16, Por	tland, OR 97230	(503)254-0123	
		4c. Cell No.	
		(541)953-2698	
		4d. Fax No.	
		(503)254-0157 4e. e-mail	
		bnoble@smw16.org	
5. Full name of national or international labor orga	anization of which it is an affiliate or constituent unit (i		
organization)		co so imou in interventing the inou sy anason	
leterestical Association of Observation Air	Dellard Terror and Con Western		
International Association of Sheet Metal, Air,	·		
	ARATION	Tel. No.	
	and that the statements are true to the best of my ge and belief.	(503) 226-611	
N M	•	Office, if any, Cell No.	
0 ~ 1	Daniel Hutzenbiler, Attorney		
(signature of re sentative or person making of	· , , , , , , , , , , , , , , , , , , ,	Fax No. (503) 226-6121	
Addrage	any)	e-mail	
Address: 1635 NW Johnson St., Portland, OR 97.	Date: 09/19/2022	e-maii dhutzenbiler@mbilaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-295495	Date Filed 5/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Regional Glass		(253) 737-4730
		c. Cell No.
		f. Fax. No.
		(253) 737-5735
d. Address (Street, city, state, and ZIP code) 1725 Garrett Street Suite 2	e. Employer Representative	g. e-mail
1725 Garrett Street Suite 2	(b) (6), (b) (7)(C)	g. C-maii
		(b) (6), (b) @regionalglassnw.com
WA Enumclaw 98022		h. Number of workers employed
		8
i. Type of Establishment (factory, mine, wholesaler, etc.)	i Identify principal product or service	
Construction	Glazing	
The above-named employer has engaged in and is engaged		
(list subsections) 3		Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pract	tices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	actices)
See additional page		
page		
3. Full name of party filing charge <i>(if labor organization, g</i> Lisa DeRosia	rive full name, including local name and number)	
Glaziers, Architectural Metal and Glassworkers, Local 18		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(206) 441-5554
		4c. Cell No.
6770 E. Marginal Way S Bldg. E-321		
WA Seattle 98108		4d. Fax No.
		1.2 2
		4e. e-mail
		lisad@iupatdc5.org
	5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit <i>(to be filled in</i>	when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
	ove charge and that the statements	(503) 226-6111
	ny knowledge and belief.	· ·
Jr. H	Daniel Hutzenbiler	Office, if any, Cell No.
	Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
1635 NW Johnson St		
Address Portland OR 97209	Date 05/09/2022 01:10:16 PM	e-mail
Address Totalia Off 07200	Date	dhutzenbiler@mbjlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor

organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	®) ^{(6),(6),(7)} /2022
(b) (6), (b) (7)(C)	^{(b)(6),(b)(7)} /2022
(b) (6), (b) (7)(C)	^{(буб): (буб)} /2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-295580	5/10/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurrin	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
Name of Employer Centerline Logistics Corporation		b. Tel. No. 206-628-0051
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No.
910 Spokane St. Seattle, WA 98134	(b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed approx. 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Maritime Company	j. Identify principal product or service Maritime petroleum transportation	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	jing in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act.	B(a), subsections (1) and (4) of the of the Act, or these unfair labor practices
Within the past six months, the Employer has is objectively baseless, brought for unlawful pu Corp. & Westoil Marine Services, Inc. v. Inland Super., County of Los Angeles). The lawsuit s concerted activity related to communications in substantial part, prior ULP charges the IBU file complaint. The lawsuit was intended to, and in Section 7 rights.	whent of the facts constituting the alleged unfair labor practiviolated the Act by filing a lawsuit against the II urposes, and preempted by the NLRA in whole alboatmen's Union of the Pacific & Cris Sogliuzz eeks to hold an employee and union liable anade to a governmental authority and in circulated against the employer, regarding which the R fact has had, the tendency to interfere with the	BU and one of its members that or part. See Centerline Logistics 20, No. 21-LBCV-00633 (Cal. for the employee's protected, ating handbills describing, in tegion has previously issued a
3. Full name of party filing charge (if labor organization, go Inlandboatmen's Union of the Pacific	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 171 W. Nickerson St. #D	9)	4b. Tel. No. 310-521-9003
Seattle, WA 98119		4c. Cell No.
		4d. Fax No. 310-521-9094
		4e. e-mail
5. Full name of national or international labor organization International Longshore and Warehouse Union	of which it is an affiliate or constituent unit <i>(to be filled in w</i>	hen charge is filed by a labor organization)
I declare that I have read the about	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. 206-257-6028
Varia Molent	Darin M. Dalmat, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. 206-378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>05/10/2022</u>	e-mail Dalmat@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Address (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-295585	5/10/2022

(b) (6), (b) (7)(C)

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. 360-577-5580 Westlake Chemical (b) (6), (b) (7)(C) f. Fax. No. d. Address (Street, city, state, and ZIP code) e. Employer Representative and (b) (6), (b) (7)(C 3541 Industrial Way westlake.com Longview, WA 98632 h. Number of workers employed 33 i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Chemical Manufacturer Chlorine, Causti The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and all others that may apply of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or around (b) (6), (b) (7)(C) 2022, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) began an investigation into 2 (b) (6), (b) (7)(C) regarding a rail yard incident by placing both on paid suspension, among other things, which has never been practice. During this time both brought in for questioning on 3 different occasions over approximately 40 days straight of suspension and asked the same questions each time. The company has never practiced such in depth investigating into any of the many rail car incidents at the plant. (b) (6), (b) (7)(C) has requested on 3 different occasions all rail car incidents in the plant/disciplinary files and rail mover mechanical failure, that may have subsequently proven disparage treatment, retaliation, and wrongful termination. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Chemical Workers Union Council Local 747c 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C 4d. Fax No. (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Chemical Workers Union Council of the United Food and Commercial Workers Tel. No. 6. DECLARATION the above charge and that the statements (b) (6), (b) (7)(C) est of my knowledge and belief. el No. (b) (6), (b) (7 (b) (6), (b) (7)(C) (Print/type name and title or office, if any) Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Date 05/10/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

SPACE
Date Filed
5/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
		360-577-5580
Westlake Chemical		c. Cell No.
		(b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
3541 Industrial Way	(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)	@westlake.com
Longview, WA 98632	and CACA CACA	westlake.com
		h. Number of workers employed
	: North airciael and at a conice	
i. Type of Establishment (factory, mine, wholesaler, etc.) Chemical Manufacturer	j. Identify principal product or service Chlorine, Caustic, HCL	
The above-named employer has engaged in and is engaged	ing in unfair labor practices within the meaning of section	n 8(a), subsections (1) and
(list subsections) (5) and all others that may appl	-	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b)(6), (b)(7)(C), 2022, and continuing to date, Westlake Chemical has failed to bargain in good faith with ICWUC/ UFCW Local 747c, by among other things, failing to provide relevant information necessary for grievance processing concerning an ongoing investigation, and now termination of 2 ICWUC/UFCW Local 747c (b)(6), (b)(7)(C). The first request by letter was made on (b)(6), (b)(7)(C) to (b)(6), (b)(7)(C) of Westlake Chemical (no response), the second request was made (c)(6), (d)(7)(C) to (d)(6),		
information was given on [0](6), [0](/22, and the third re	equest was made [0](6)(0)()/22 (no response). Again, t	here was no response to the request,
no remaining information was sent, or explanation	for the missing information or delay was provided	i.
3. Full name of party filing charge (if labor organization, gas International Chemical Workers Union Council Lo	ive full name, including local name and number) cal 747c	
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No.
(b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization International Chemical Workers Union Council of		when charge is filed by a labor organization)
(b) (6) (b) (7)(C) ad the abo	ARATION we charge and that the statements	Tel. No. (b) (6), (b) (7)(C)
e best of fr	y knowledge and belief. (b) (6), (b) (7)(C)	Office, if any, Cell No.
charge)	(Print/type name and title or office, if any)	Fax No.
Address (b) (6), (b) (7)(C)	Date 05/10/2022	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-295597	5/10/2022	

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No 360-577-5580 Westlake Chemical c Cell No (b) (6), (b) (7)(C f. Fax. No. e. Employer Representative d. Address (Street, city, state, and ZIP code) @westlake.com 3541 Industrial Way (b) (6), (b) (7)(c) and (b) (6), (b) (7)(C) Longview, WA 98632 h. Number of workers employed j. Identify principal product or service i. Type of Establishment (factory, mine, wholesaler, etc.) Chlorine, Caustic, HCL production Chemical Manufacturing The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) and all others that may apply of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about April 8th, 2022, Westlake Chemical and (b) (6), (b) (7)(C) failed to bargain in good faith with the International Chemical Workers Union Local 747c by refusing to bargain over changes to job duties, scheduling, manpower, among other things. The union sent a letter demanding to bargain over the proposed changes on 04/07/22 and followed up on 04/13/22 stating that the company cannot make changes until we have bargained, however the company unilaterally implemented, disregarding both notices from the union. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Chemical Workers Union Council Local 747c 4a, Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) 4b Tel No. (b) (6), (b) (7)(C 4d. Fax No. 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Chemical Workers Council of the United Food and Commercial Workers Tel. No. 6. DECLARATION above charge and that the statements (b) (6), (b) (7)(C) of my knowledge and belief. (b) (6), (b) (7)(C (6), (b) (Print/type name and title or office, if any) Fax No. Address (b) (6), (b) (7)(C) Date 05/10/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

INTERNET FORM NI RB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE Case Date Filed

(b) (6), (b) (7)(C)

19-CA-295602 5/10/2022 INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT b. Tel. No. (b) (6), (b) (7)(C a. Name of Employer LANXESS (b) (6), (b) (7)(C f. Fax No. d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-Mail (b) (6), (b) (7)(C) (b) (6), (b) (7)(C 1296 3rd Street **EmeraldMat** Kalama, WA 98625 Number of workers employed 150 i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Chemical Plant **Production of Chemicals** k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) and all applicable sections of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The above-named Employer has failed to bargain in good faith with the Union by unilaterally modifying conditions of employment, without first bargaining with the Union. This was done by implementing a Covid-19 masking policy, refusing the Union's repeated request to bargain over the policy's impact on working conditions. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) The International Chemical Workers Union Council/UFCW Local 747-C 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No 4e. e-Mail (b) (6 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) The International Chemical Workers Union Council/UFCW Tel. No. (b) (6), (b) (7)(C) 6. DECLARATION and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Office, if any, Cell No. (Print/type name and title or office, if any) Fax No. e-Mail 05/10/2022 (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) **PRIVACY ACT STATEMENT**

(date)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE Case Date Filed 19-CA-295640 5/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Amazon.com. Services LLC		(206) 266-1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
440 Terry Avenue N.		g. e-mail
	Andy Jassy, CEO	
WA Seattle 98122		h. Number of workers employed 999999
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Others	Various services and products	
The above-named employer has engaged in and is engaged	ung in unfair labor practices within the meaning of sect	tion 8(a) subsections (1) and
(list subsections) 1		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me		·
meaning of the Act and the Postal Reorganization Act.	g p	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor.	nractices)
	,	,
See additional page		
(b) (6), (b) (7)(C) party filing charge (if labor organization, g	nive full name including local name and number	
(b) (6), (b) (7)(C) party filling strange (in labor organization), g	we runname, melading local name and number,	
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No.
Tat. Address (Street and Hamber, City, State, and En Cod.	~)	(b) (6), (b) (7)(C)
		4c. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
0.050	ADATION	
	ARATION ove charge and that the statements	Tel. No. (646) 460-1309
	ny knowledge and belief.	,
		Office, if any, Cell No.
Sh In	Seth Lewis Goldstein Esq. Attorney	(646) 460-1309
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
217 Hadleigh Drive		e-mail
Address Cherry Hill NJ 08003	Date 05/10/2022 01:24:04 PM	sgold352002@icloud.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-295671	Date Filed 5/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1 FMPI	which the alleged unfair labor practice occurred or is occurri OYER AGAINST WHOM CHARGE IS BROUGHT.	ng.
a. Name of Employer		b. Tel. No.
City of Seattle Department of Transportation		(206) 684-7623
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) PO BOX 34996	e. Employer Representative	g. e-mail
PO BOX 34990	(b) (6), (b) (7)(C)	g. c-maii
		(b) (6), (b) (7)(C)@seattle.gov
WA Seattle 98124-4996		h. Number of workers employed 1000
i. Type of Establishment (factory, mine, wholesaler, etc.)	i Identify principal product or service	1000
Transportation	Government	
The above-named employer has engaged in and is engaged		8(a) subsections (1) and
(list subsections) 1		Relations Act, and these unfair labor
practices are practices affecting commerce within the me		
meaning of the Act and the Postal Reorganization Act.		
Basis of the Charge (set forth a clear and concise state)	ement of the facts constituting the alleged unfair labor pra	ctices)
		•
See additional page		
See additional page		
(b) (6), (b) (7)(C) party filing charge (if labor organization, g	rive full name including local name and number)	
(b) (6), (b) (7)(C) (C) (C) (C) (C) (C) (C) (C) (C) (C)	nve tail traine, including local traine and trainibility	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
, , , , , , , , , , , , , , , , , , , ,		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		(b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in v	when charge is filed by a labor organization)
6 DECL	ARATION	Tol No
	ove charge and that the statements	Tel. No. (b) (6), (b) (7)(C)
	ny knowledge and belief.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)		
Address	Date 05/11/2022 03:30:13 PM	e-mail
		(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	®(©,©)(⁷ /2022

8(a)(1)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

(b) (6), (b) (7)(C)	(a) (a) (a) (a) (a) (a) (b) (a) (a) (b) (a) (a) (a) (a) (a) (a) (a) (a) (a) (a
Name of employee refused hire	Approximate date of refusal to hire

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed	
19-CA-295796	5-13-2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUG	HT
a. Name of Employer Kaiser Permanente of Washington		b. Tel. No. (b) (6), (b) (7)(C)
J J		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
5615 W Sunset Hwy	(b) (6), (b) (7)(C)	g. e-mail
Spokane, WA 99224		(b) (6), (b) (7)(C)@kp.org
		h. Number of workers employed 3,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
The above-named employer has engaged in and is engaged		
(list subsections) (5) practices are practices affecting commerce within the mea		al Labor Relations Act, and these unfair labor
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state		
In the last six months, the Employer en		
retention bonuses. This is a topic which		
because the need for retention bonuses Employer initially agreed to bargain over		_
parties, the Employer unilaterally decide	• • •	•
retention bonuses.	od it Wodia not bargain any more	, and that it would not oner any
3. Full name of party filing charge (if labor organization, g. SEIU Healthcare 1199NW	ive full name, including local name and number,	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
15 S Grady Way Suite 200		425-917-1199
Renton, WA 98057		4c. Cell No.
		425-919-7271
		4d. Fax No.
		425-917-9707
		laurelw@seiu1199nw.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to b	0 0
Service Employees International Union		
	ARATION	Tel. No.
	ve charge and that the statements ny knowledge and belief.	425-917-1199
	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
entative or person making charge)	(Print/type name and title or office, if any	
	, , , , , , , , , , , , , , , , , , ,	425-917-9707
Address 15 S Grady Way Suite 200 Rento	on, WA 98057 Date 5/13/2022	e-mail @seiu1199nw.org
WILLEUL FALSE STATEMENTS ON THIS CHARGE	CAN BE DIINISHED BY FINE AND IMPRISO	NMENT (II S CODE TITLE 18 SECTION 1001)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD 1st AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
^{Case} 19-CA-295796	Date Filed 5/24/2022	

INSTRUCTIONS:

nal Director for the region in which the	

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Kaiser Permanente of Washington		b. Tel. No. (b) (6), (b) (7)(C)	
Trailed T emianeme of Traemington		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail	
5615 W Sunset Hwy	(b) (6), (b) (7)(C)	l o	
Spokane, WA 99224		(b) (6), (b) (7)(C)@kp.org	
		h. Number of workers employed 3,000	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or servi Healthcare	ce	
The above-named employer has engaged in and is engage	ing in unfair labor practices within t	he meaning of section 8(a), subsections (1) and	
(list subsections) (3) and (5)		f the National Labor Relations Act, and these unfair labor	
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labo	or practices are practices affecting commerce within the	
2. Basis of the Charge (set forth a clear and concise state			
		fusal to bargain with regard to retention bonuses.	
		eements, because the need for retention bonuses greed to bargain over this issue but after a few	
		led it would not bargain any more, and that it would	
not offer any retention bonuses. The Employe			
members' protected concerted activity of taking actions to express their desire for an agreement to be reached.			
3. Full name of party filing charge (if labor organization, gasel SEIU Healthcare 1199NW	ve full name, including local name a	and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.	
15 S Grady Way Suite 200		425-917-1199	
Renton, WA 98057		4c. Cell No.	
,		425-919-7271	
		4d. Fax No.	
		425-917-9707	
		4e. e-mail	
		laurelw@seiu1199nw.org	
5. Full name of national or international labor organization	of which it is an affiliate or constitu	ent unit (to be filled in when charge is filed by a labor organization)	
Service Employees Internation	nal Union		
	ARATION	Tel. No.	
	ve charge and that the statements by knowledge and belief.	425-917-1199	
	(b) (6), (b) (7)(C	Office, if any, Cell No. (b) (6), (b) (7)(C)	
(s ative or person making charge)	(Print/type name and title of		
(1)	(Spo hame and the of	425-917-9707	
Address 15 S Grady Way Suite 200 Rento		@seiu1199nw.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-295850	5/13/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

a. Name of Employer Starbucks Corporation d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and containing the containing and containing the containing and containing the containing the containing and containing the cont	
Starbucks Corporation d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and the content of the conte	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and	
2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and	
2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and	mployed
Coffee Shop Food and Beverage The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and	1
National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has unilaterally changed the terms and concemployment for newly unionized workers by prohibiting them from "borrowing" (covering) shift unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. T requests 10(j) relief.	ts at non- d to deter
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (646) 448-6414	
Workers United 4c. Cell No.	
22 South 22 nd St	
Philadelphia, PA 19103 4d. Fax No. (215) 575-9065	
4e. e-mail rminter@pjbwu.c	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a laborative Employees International Union	or organization)
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Tel. No. (206) 257-6001	
Marina Multhaup, Attorney Office, if any, Cell No.	
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 10 West Messas St. Ste. 400	
Address Seattle, WA 98119 Date 05/13/2022 e-mail multhaup@worker	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed	
19-CA-295850	6/3/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	hschultz@starbucks.com
Scattle, WA 76154		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	,
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the mear	
Within the past six months, the Empl punish workers who vote to unionize b at other stores ("borrow") if their sto information that workers at unionized s	oy threatening to withhold the benefit ore votes to unionize and dissemi	ts of being able to work shifts nating misleading and false
3. Full name of party filing charge (if labor organization, gas Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
W/adama I Inita d		(646) 448-6414
Workers United 22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail rminter@pjbwu.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit /to be filled	010
Service Employees International Union	or which it is all almate of constituent unit (to be fined	iii when charge is filed by a labor organization
	ARATION	Tel. No.
	ve charge and that the statements by knowledge and belief.	(206) 257-6001
	y Miowicago and Bollot.	Office, if any, Cell No.
10m/ 00	Marina Multhaup, Attorney	
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 06/03/2022	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

(b) (6), (b) (7)(C)

Address:

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

19-GA-295884 5-13-2022

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

a. Name of Employer Crunch Pak		b. Tel. No.
Ordinor T dix		c. Cell No.
Address (Street, city, state, and ZIP code) 215 E 1st Ave, Selah, WA 98942 (b) (6), (b) (7)(C)		f. Fax No.
	(b) (c), (b) (1)(c)	g. e-mail
		h. Number of Workers Employed
. Type of Establishment (factory, mine,	j. Identify Principal Product or Service	
wholesaler, etc.) fruit processing	fruit	
Rights by telling its employees they	-named Employer has interfered wi are not permitted to remain in the p ain in the parking lot while off duty.	th employees' in the exercise of their Section 7 arking lot offwork hours and threatening them The Employer promulgated this rule in
B. Full name of party filing charge (if labor organ (b) (6), (b) (7)(C)	ization, give full name, including local name	and number)
a. Address (Street and number, city, state, and (b) (6), (b) (7)(C)	(ZIP code)	4b Tel No (b) (6), (b) (7)(C)
(6) (6), (6) (1)(6)		4c. Cell No.
		4d. Fax No.
		4e e-mail
Full name of pational or international labor on	panization of which it is an affiliate or constitu	tent unit (to be filled in when charge is filed by a labor
organization)	garmanton of finance is an armore of constitu	The second of th
6. DEC	ELARATION	Tel. No.
I declare that I have read the above charge	and that the statements are true to the best	t of my (b) (6) (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

(Print/type name and title or office, if

(b) (6), (b) (7)(C)

any)

Date:

wledge and belief.

king charge)

Form NLRB 501(3 2))

INSTRUCTIONS:

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER AMENDED

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-GA-295 884	7/25/2022	

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Crunch Pak c. Cell No. d. Address (Street, city, state, and ZIP code) e. Employer Representative f. Fax No. 215 E 1st Ave, Selah, WA 98942 (b) (6), (b) (7)(C) g. e mail h. Number of Workers Employed i. Type of Establishment (factory, mine, j. Identify Principal Product or Service wholesaler, etc.) fruit processing fruit I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a cie ar and concise statement of the facts constituting the afleged unfair labor practices) Within the past 6 months, the above-named Employer has interfered with employees' in the exercise of their Section 7 Rights by telling its employees they are not permitted to remain in the parking lot offwork hours and threatening them with unspecified reprisal if they remain in the parking lot while off duty. The Employer promulgated this rule in response to employees' protected concerted and union activities. Additionally, the Employer surveilled the protected activity of its employees. Full name of party filing charge (if iab or organization, give full name, including local name and number) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No.
	4d. Fax No.
	4e, e-mail (b) (6), (b) (7)(C)
 Full name of national or international labor organization of which it is an affiliate or constituent unit organization) 	(lo bē
6. DECLARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my (b) (6), (b) (7)(C) when we have and belief.	(b) (6), (b) (7)(C) Office, if any, Cell No.
(b) (6), (b) (7)(C)	
(Phhotype name and title or office, if any)	Fax No.
Address: (b) (6), (b) (7)(C) Date: 07/25/2022	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACTSTATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully assist the National Labor Relations Board (NLRB) in processing unant radio processing of this information to the set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the (D) (6), (D) (7)(C) NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-295886	5/13/2022	

INSTRUCTIONS:

File all Original with NERB Regional Director for the region in	which the aneged uman labor practice occurred or is occ	arring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Public School Employees of Washington/SEIU Lo	cal 1948 (PSE)	b. Tel. No. 253.876.7446
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
602 W Main St., Auburn, WA 98001	Elyse Maffeo General Counsel	emaffeo@pseofwa.org
		h. Number of workers employed 53
i. Type of Establishment (factory, mine, wholesaler, etc.) Labor Union	j. Identify principal product or service Contract enforcement and bargaining	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (5)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.	g c , c	and an analysis of the second
2. Basis of the Charge (set forth a clear and concise state Within the last six months, the employer has failed reasonable times and places, by prematurely decisions of employment.	and refused to bargain in good faith by refusin	g to bargain, refusing to meet at
3. Full name of party filing charge (if labor organization, g		
Public School Employees Staff Organization (PSE	SO)	
4a. Address (Street and number, city, state, and ZIP code Attn: Kris Mott PSESO	9)	4b. Tel. No.
33530 1st Way S, Suite 102 Federal Way, WA 98003		4c. Cell No. (253) 961-1887
		4d. Fax No.
		4e. e-mail paintermott@gmail.com
5. Full name of national or international labor organization NA	of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
	ARATION ve charge and that the statements	Tel. No. (253) 528-0277
	ve charge and triat the statements ny knowledge and belief.	
are the to the best of the	Aaron Streepy, attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 4218 227th Ave Ct East, Buckley, WA 98	3321 Date 5-13-22	e-mail aaron@mcguinnessstreepy.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Address (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN	THIS SPACE
^{Case} 19-CA-295887	5-16-2022

(b) (6),

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No Providence Sacred Heart Medical Center c Cell No. f. Fax. No d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-mail 101 W. 8th Avenue, Spokane WA 99204 h. Number of workers employed i. Type of Establishment (factory, mine, wholesaler, etc.) | | Identify principal product or service Healthcare The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor (list subsections) practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) I am writing regarding what I believe is a violation of my labor rights. I organized a group of (b) (6), (b) (7)(0) and when I returned to bring in a union (UFCW-21) to represent our department. I (b) (6), (b) (7)(C) was fired for what I believe was retaliation for either my union organizing efforts, (b) (6), (b) (7)(C), or both. Providence states there was a policy violation related to my (b) (6), (b) (7)(C), yet it will not give me the policy it claims I violated even though I asked and even though the policies of my work-group allow me to do what Providence fired me for. The lack of a specific policy and the timing seem to be too coincidental and appear as an excuse to retaliate against me. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 4c Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization Tel. No. 6. DECLARATION d the above charge and that the statements (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C) Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Date - 10 May 2022

FORM NURB 501 (3 21)

Address (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN	THIS SPACE
19-CA-295887	5/25/2022

AMENDED INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring I EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a Name of Employer o Tel Mo Providence Sacred Heart Medical Center c Cell No I FAR TIO d. Address (Street, city, state, and ZIP code) e. Employer Representative g e-mail 101 W. 8th Avenue, Spokane WA 99204 h Number of workers employed Type of Establishment (factory, mine, wholesafer, etc.) | I Identify principal product or service Hospital Healthcare The above-named employer has engaged in and is engaging in unfair labor practices with: the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unlaw labor (list subsections) (3) practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act I am writing regarding what I believe is a violation of my labor rights. I organized a group of to bring in a union (UFCW-21) to represent our department. I (b) (6), (b) (7)(C) and when I returned I was fired for what I believe was retaliation for either my union organizing efforts, (b) (6), (b) (7)(C) or both.

Providence states there was a policy violation related to my (b) (6), (b) (7)(C) yet it will not give me the policy it claims I violated even though I acted and 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unlaw labor practices). it claims I violated even though I asked and even though the policies of my work-group allow me to do what Providence fired me for. The lack of a specific policy and the timing seem to be too coincidental and appear as an excuse to retaliate against me. Full name of party fiting charge (if tabor organization, give full name, including local name and number) (b) (6), (b) (7)(C) ta. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 4d Fax No 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge and the second of the 6 DECLARATION fare that I have read the above charge and that the statements (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6),

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. COOE, TITLE 14, SECTION 1001) PRIVACY ACT STATEMENT

Screezion of the information on this form is quaturated by the National Labor Relations Act (NLRA), 28 (LS.C. § 15) of seq. This principle use of the information is a assist the National Labor Relations Board (NLRb) in processing unline stator practice and related proceedings or laggery. The relation uses the region are to the sections of the Foderal Register, 71 Fed. Reg. 7444243 (Dec. 15, 2006). The NLRb will harder explain treats uses coor respect. Disclosure of this internation to the INLRB is represent, taken to Supply the information may treate the NLRB to decide to viscole its processes.

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

Case 19-CA-296141

DO NOT WRITE IN THIS SPACE

Date Filed 5/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
1stMile LLC		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
8383 158th Ave NE, #100	(b) (6), (b) (7)(C)	g. e-mail
		(b) (6), (b) (7)(C)
WA Redmond 98052		h. Number of workers employed
		13
		13
i. Type of Establishment (factory, mine, wholesaler, etc.)		
Technology	customer support for tech product	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of sect	ion8(a), subsections (1) and
(list subsections) 5	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
See additional page		
3. Full name of party filing charge (if labor organization, g Katie Romich		
	Organizer	
CWA District 7 4a. Address (Street and number, city, state, and ZIP cod		4b. Tel. No.
4a. Address (Street and Humber, City, State, and ZIF Cod	<i>5)</i>	
		(303) 770-2822
CWA District 7		4c. Cell No.
CO Greenwood Village 80111		(720) 469-0658
		4d. Fax No.
		4e. e-mail
		kromich@cwa-union.org
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
Communications Works as of America, AFL CIO		
Communications Workers of America, AFL-CIO		
	ARATION	Tel. No.
	ove charge and that the statements ny knowledge and belief.	(303) 770-2822
	iy kilowledge alid beller.	Office, if any, Cell No.
tolla_	Katie Romich	(720) 469-0658
delimentary of many scales.	Organizer	Fax No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	T date.
CWA District 7		il
Address Greenwood Village CO 80111	Date 05/19/2022 04:28:01 PM	e-mail kromich@cwa-union.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Requiring people to return to work instead of WFH	06/01/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296258	5/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
d Address (Street eity state and 7/D ands)	a Employer Penrocentative	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
17101 27 th Ave NE #A, Marysville, WA 98271	Howard Schultz, CEO	hschultz@starbucks.com
11. 11. 11. 11. 11. 11. 11. 11. 11. 11.		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the A	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac-	ctices)
Within the last six months, the Employer reducing employee hours at store 11661 in		•
3. Full name of party filing charge (if labor organization, gi	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	010
Service Employees International Union		
I declare that I have read the about	ARATION ve charge and that the statements	Tel. No. (206) 257-6032
are true to the best of m	ny knowledge and belief.	Office, if any, Cell No.
	Michael White, Attorney	Fax No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400	(Print/type name and title or office, if any)	(206) 378-4132
Address Seattle, WA 98119	Date 05/23/2022	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296261	5/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
Address (Observation and 710 ands)	a Employer Depresentative	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
17101 27 th Ave NE #A, Marysville, WA 98271	Howard Schultz, CEO	hschultz@starbucks.com
,,		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the A	8(a), subsections (1) of the National ct, or these unfair labor practices are
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor prac	tices)
Within the last six months, the Employer removed union communications in comm	r violated the Act when, among other thin on areas not accessible to customers.	ngs, store 11661 management
3. Full name of party filing charge (if labor organization, ga	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in v	when charge is filed by a labor organization)
Service Employees International Union		_
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6032
All little to the best of the		Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	Michael White, Attorney (Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 05/23/2022	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-296261	5-27-2022

INSTRUCTIONS:

AMENDED

File an original with NLRB Regional Director for the region in 1 FMPI	which the alleged unfair labor practice occurred or is occu LOYER AGAINST WHOM CHARGE IS BROUGHT	rring.
a. Name of Employer	TENNOVINO I WHOM OF WINDER DE BROOGHT	b. Tel. No.
		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-
17101 27 th Ave NE #A, Marysville, WA 98271	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
Marysvine, WA 70271		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	rippion. 21
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	ging in unfair labor practices within the meaning of secti practices affecting commerce within the meaning of the	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pa	ractices)
threatened an employee with discipline communications in common areas not accommunications in common areas not accommunications.	cessible to customers.	d activity and removed union
Workers United		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No. (646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit <i>(to be filled i</i>	in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION we charge and that the statements	Tel. No. (206) 257-6032
are true to the best of n	ny knowledge and belief.	Office, if any, Cell No.
	Michael White, Attorney	- Fax No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400	(Print/type name and title or office, if any)	(206) 378-4132
Address Seattle, WA 98119	Date05/27/2022	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296261	9/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in v	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
17101 27 th Ave NE #A, Marysville, WA 98271	Howard Schultz, CEO	hschultz@starbucks.com
		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.	practices affecting commerce within the meaning of the A	
Within the last six months, the Employer threatened an employee with discipline for		
3. Full name of party filing charge (if labor organization, gi Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
6. DECLA		Tel. No.
I declare that I have read the above are true to the best of m	ve charge and that the statements	(206) 257-6001
alle tide to the best of the		Office, if any, Cell No.
(signature of representative or person making charge)	Marina Multhaup, Attorney (Print/type name and title or office, if any)	Fax No.
Barnard Íglitzin & Lavitt LLP	ir minespe name and the or office, it any	(206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 09/06/2022	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
^{Case} 19-CA-296262	Date Filed 5/23/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
Address (Observation and 710 ands)	a Employer Depresentative	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
17101 27 th Ave NE #A,	Howard Schultz, CEO	hschultz@starbucks.com
Marysville, WA 98271		h. Number of workers employed
		Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the Ad	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	tices)
Within the last six months, the Employer facilities when it trained new employees of	violated the Act when, among other thing outside of store 11661.	s, it transferred work to other
3. Full name of party filing charge (if labor organization, ga	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
Workers United		(646) 448-6414
22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No.
rimadeipina, rA 19103		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in v	when charge is filed by a labor organization)
Service Employees International Union		
	ARATION ve charge and that the statements	Tel. No.
	ny knowledge and belief.	(206) 257-6032 Office, if any, Cell No.
$M_{l}/$		Office, if arry, Cell No.
	Michael White, Attorney	Fax No.
(signature of representative or person making charge) Barmard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	(206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 05/23/2022	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-296266	5/23/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
	L. Facility Barrest for	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, President and CEO	g. e-maii
		h. Number of workers employed Approx. 750
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	ging in unfair labor practices within the meaning of section practices affecting commerce within the meaning of the Acct and the Postal Reorganization Act.	B(a), subsections (1) of the National t, or these unfair labor practices are
	ed the Act when, among other things, manager ced dress code rules at stores with an approact gton, Oregon, Idaho, and Nevada.	
3. Full name of party filing charge (if labor organization, g. Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (646) 448-6414
22 South 22 nd St, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6032
	Michael White, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date05/23/2022	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST **EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296266	10/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, President and CEO	g. e-maii
		h. Number of workers employed Approx. 750
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the A	
Within the last six months, the Employer violate unenforced dress code rules at stores with an		rs started enforcing previously
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (646) 448-6414
22 South 22 nd St, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6001
Mada	Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date 10/11/2022	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-296353	Date Filed 5/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	ırring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a o moil
425 P ke St., Seattle, WA 98101	Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed Approx. 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the	ion 8(a), subsections (1) of the National Act, or these unfair labor practices are
Within the last six months, the Employer violate employee hours and closing the store on week has constructively discharged employees that	ends in the lead up to an election for repres	entation. Additionally, the Employer
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code))	4b. Tel. No. (646) 448-6414
22 South 22 nd St, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6032
	Michael White, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 40 Address Seattle, WA 98119	Date05/24/2022	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
19-CA-	-296353	6/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g o moil
425 P ke St., Seattle, WA 98101	Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed Approx. 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiant are practices affecting commerce within the meaning of the second	ices are practices affecting commerce within the meaning	
Within the last six months, the Employer violate employee hours and closing the store on week has constructively discharged employees that	ends in the lead up to an election for represe	entation. Additionally, the Employer
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (646) 448-6414
22 South 22 nd St, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
Lateclare that I have read the abo	ARATION we charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6001
10/m/ 18	Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 40 Address Seattle, WA 98119	Date 06/27/2022	e-mail
71441555 <u>-</u>	Duto OUIZITZUZZ	_ multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD SECOND AMENDED CHARGE **AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296353	9/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
425 Pike St., Seattle, WA 98101	Howard Schultz, President and CEO	g. e-mail
·		h. Number of workers employed Approx. 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the 2. Basis of the Charge (set forth a clear and concise states)	ices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act.	g of the Act, or these unfair labor practices
Within the last six months, the Employer violate the weekdays and closed the store on weeken		
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No. (646) 448-6414
22 South 22 nd St, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (206) 257-6001
are true to the best of m	ny knowledge and belief. Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 40 Address Seattle, WA 98119	Date09/06/2022	e-mail - multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
	Date Filed 5/24/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurrin	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
c. Address (Street, city, state, and ZIP code)	e. Employer Representative	
3625 Broadway A, Everett, WA 98201	Howard Schultz, President and CEO	g. e-mail hschultz@starbucks.com
Everen, WA 70201		h. Number of workers employed approx. 28
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
	ing in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act.	
management told employees that Sta	ployer violated the Act when, among rbucks would not agree to a contract when starbucks is implementing for r	with the union that provided
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No
Workers United		(646) 448-6414 4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575 9065
	rminter@pjbwu.org	
5. Full name of national or international labor organization Service Employees International	of which it is an affiliate or constituent unit (to be filled in w Union	hen charge is filed by a labor organization)
declare that I have read the above	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6032
	Michael White, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>5/24/2022</u>	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD 1st AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-296356	11/2/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212 c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 3625 Broadway	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
Everett, WA 98201		h. Number of workers employed approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.	practices affecting commerce within the meaning of the ct and the Postal Reorganization Act.	Act, or these unfair labor practices are
employees that Starbucks would not agree benefits that Starbucks is implementing for On various dates in February and/or Marc employees during which management informations, and could lose out on certain exists.	violated the Act when, among other things, se to a contract with the union that provided s	store 8740 management told tore 8740 employees the same meetings with individual ze, they would miss out on pay the rights to allow partners at
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (646) 448-6414
Workers United 22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled in	0.11
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6001 Office, if any, Cell No.
(signature of representative or person making charge)	Marina Multhaup, Attorney (Print/type name and title or office, if any)	Fax No. (206) 378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 11/02/2022	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
^{Case} 19-CA-296357	Date Filed 5/24/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	ırring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
c. Address (Street, city, state, and ZIP code)	e. Employer Representative	
3625 Broadway A, Everett, WA 98201	Howard Schultz, President and CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed approx. 28
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the	tices are practices affecting commerce within the mean	
Basis of the Charge (set forth a clear and concise state) Within the last six months, the Employer viola communications in common areas not acceproperty.	ated the Act when, among other things, store	e 8740 management removed union
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No
14.		(646) 448-6414
Workers United 22 South 22 nd St		4c. Cell No.
		4d. Fax No.
Philadelphia, PA 19103		(215) 575 9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled)	$\overline{}$
declare that I have read the about	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6032 Office, if any, Cell No.
<u></u>	Michael White, Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>5/24/2022</u>	e-mail white@workerlaw.com
I		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-296357	11/3/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in v	which the alleged unfair labor practice occurred or is occurrin	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
d Address (Street eity etate and ZID ende)	e. Employer Representative	f. Fax. No.
d. Address (Street, city, state, and ZIP code)		g. e-mail
3625 Broadway Everett, WA 98201	Howard Schultz, CEO	hschultz@starbucks.com
Everen, WIY 90201		h. Number of workers employed approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.	practices affecting commerce within the meaning of the Ac	
See Attachment		
3. Full name of party filing charge (if labor organization, gi Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (646) 448-6414
Workers United 22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
6. DECLA I declare that I have read the above are true to the best of m		Tel. No. (206) 257-6001
Mutto	Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 11/03/2022	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment

Within the last six (6) months, Starbucks has interfered with, restrained, and/or coerced employees in the exercise of their Section 7 rights in violation of Section 8(a)(1) by:

- On about May 5, 2022, by (b) (6), (b) (7)(C) and again on about May 13, 2022, by (b) (6), (b) (7)(C) taking down pro-Union signs that employees had installed on a neighboring property (not on the Employer's property);
 In about mid-May 2022, by (b) (6), (b) (7)(C) and again on about May 13, 2022, by (b) (6), (b) (7)(C)
- In about mid-May 2022, by informing employees in writing on the Store's whiteboard in the back of the house that they could no longer use that whiteboard to communicate with one another or to engage in "solicitation," in response to their union and/or protected, concerted activities using the whiteboard; and
- Since about May 2022, discriminatorily applying its Solicitation/Distribution policy by not permitting Union messages on the
 whiteboard and by discriminatorily removing pro-Union messages from the whiteboard while it has historically tolerated other nonwork messages being posted on the whiteboard.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296358	5/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a o mail
1200 Westlake Ave N, Seattle, WA 98109	Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed Approx. 22
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged tabor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the	on 8(a), subsections (1) of the National Act, or these unfair labor practices are
Within the last six months, the Employer violated dress code policy with anti-union animus by reexceptions from the dress code for other clothing.	quiring workers to remove their t-shirts with u	
3. Full name of party filing charge (if labor organization, g. Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	;)	4b. Tel. No. (646) 448-6414
22 South 22 nd St, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6032
	Michael White, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date05/23/2022	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case 19-CA-296360	Date Filed 5/24/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
1200 Westlake Ave N, Seattle, WA 98109	Howard Schultz, President and CEO	g. e-mail
		h. Number of workers employed Approx. 22
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the A	practices affecting commerce within the meaning of the	ion 8(a), subsections (1) of the National Act, or these unfair labor practices are
Within the last six months, the Employer violate communications in common areas not accessil	, ,	2810 management removed union
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code))	4b. Tel. No. (646) 448-6414
22 South 22 nd St, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6032
	Michael White, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date05/24/2022	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
19-CA-296424	5/24/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
		I. I d. INO.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
	10.1.1. 070	g. e-mail
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	hschultz@starbucks.com
Seattle, WA 98134		h. Number of workers employed
		l .
		Approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
	ging in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning ne Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pract	ices)
Within the past six months, the Employer	has refused to provide and/or improperly d	elayed providing information
	necessary in order for the Union to engage	ge in first-contract dargaining
with the Employer.		
3. Full name of party filing charge (if labor organization, g	ive full name_including local name and number)	
Workers United	,g,	
4a. Address (Street and number, city, state, and ZIP code	3)	4b. Tel. No.
- Address (Street and number, ett), state, and zir code	,	(646) 448-6414
Workers United		` /
22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in w	
3		
Service Employees International Union		
7		
// 6. DECL	Aration	
declare that I have read the abo	ARATION ve charge and that the statements	hen charge is filed by a labor organization)
declare that I have read the abo		hen charge is filed by a labor organization) Tel. No. (206) 257-6001
declare that I have read the abo	ve charge and that the statements ny knowledge and belief.	hen charge is filed by a labor organization) Tel. No.
declare the 1 have read the abo	ve charge and that the statements by knowledge and belief. Marina Multhaup, Attorney	Tel. No. (206) 257-6001 Office, if any, Cell No.
declare that I have read the abo	ve charge and that the statements ny knowledge and belief.	hen charge is filed by a labor organization) Tel. No. (206) 257-6001 Office, if any, Cell No.
declare the labout declare that I have read the about declare the about declare that I have read the about declare the about declare the about declare that I have read the about declare the ab	ve charge and that the statements by knowledge and belief. Marina Multhaup, Attorney	Tel. No. (206) 257-6001 Office, if any, Cell No. (206) 378-4132
declare the labout a et rue to the best of me (signature of representative or person making charge)	ve charge and that the statements by knowledge and belief. Marina Multhaup, Attorney	hen charge is filed by a labor organization) Tel. No. (206) 257-6001 Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
ite Filed 6/2/2022	

INSTRUCTIONS:

a. Name of Employer Starbucks Corporation Column	
Starbucks Corporation Coling Colin	
d. Address (Street, city, state, and ZIP code) d. Address (Street, city, state, and ZIP code) e. Employer Representative 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of th National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of section 8(a), subsections (1) and (5	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices) Within the past six months, the Employer has refused to provide and/or improperly delayed providing informar requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargain with the Employer. In addition, the Employer has not responded to the Union's request for bargaining demaking it impossible to begin bargaining a contract. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of	
Seattle, WA 98134 Howard Schultz, CEO h. Number of workers employed Approx. 20 i. Type of Establishment (factory, mine, wholesaler, etc.) i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of th National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has refused to provide and/or improperly delayed providing informar requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargain with the Employer. In addition, the Employer has not responded to the Union's request for bargaining d making it impossible to begin bargaining a contract. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Food and Beverage The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has refused to provide and/or improperly delayed providing informar requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargain with the Employer. In addition, the Employer has not responded to the Union's request for bargaining of making it impossible to begin bargaining a contract. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop J. Identify principal product or service Food and Beverage The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has refused to provide and/or improperly delayed providing informate requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargain with the Employer. In addition, the Employer has not responded to the Union's request for bargaining demaking it impossible to begin bargaining a contract. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
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National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has refused to provide and/or improperly delayed providing informat requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargain with the Employer. In addition, the Employer has not responded to the Union's request for bargaining demaking it impossible to begin bargaining a contract. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
Within the past six months, the Employer has refused to provide and/or improperly delayed providing informa requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargain with the Employer. In addition, the Employer has not responded to the Union's request for bargaining d making it impossible to begin bargaining a contract. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	e ctices
requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargain with the Employer. In addition, the Employer has not responded to the Union's request for bargaining d making it impossible to begin bargaining a contract. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
Workers United	ning
Workers United	
4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No.	
Workers United (646) 448-6414	
22 South 22 nd St	
Philadelphia, PA 19103 4d. Fax No. (215) 575-9065	
4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).	ation)
Service Employees International Union	
6. DECLARATION I declare that have read the above charge and that the statements are true to the best of my knowledge and belief. Tel. No. (206) 257-6001	
Office, if any, Cell No. Marina Multhaup, Attorney	
(signature of representative or person making charge) (Print/type name and title or office, if any)	
Barnard Iglitzin & Lavitt LLP (206) 378-4132	
Address Seattle, WA 98119 Date 6/2/2022 e-mail multhaup@workerlaw.co	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
	Date Filed
19-CA-296424	6/7/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	ırring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
040177.1.4	Harried Calculate CEO	g. e-mail hschultz@starbucks.com
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	iischutz@staroucks.com
Seattle, WA 98134		h. Number of workers employed
		Approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	rippion. 200
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged		ion 9(a) subsections (1) and (5) of the
National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the mean	
Basis of the Charge (set forth a clear and concise state)	ment of the facts constituting the alleged unfair labor p	ractices)
3 1		,
Within the past six months, at at least one has refused to provide and/or improperly reasonably necessary in order for the Unithat store's represented employees. In acbargaining dates for at least fourteen of	y delayed providing the information r on to engage in first-contract bargainin ddition, the Employer has not respond her stores in the Pacific Northwest, n	requested by the Union that is ag with the Employer regarding led to the Union's request for
bargaining a contract for the workers at eac	ch of those stores	
3. Full name of party filing charge (if labor organization, gi	ve full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
1		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	<u> </u>
or full flame of flational of fine flational flation of garilled and	of this is an annate of constituent and he se moun	When charge to med by a label organization,
Service Employees International Union		
6. DECL	ARATION	Tel. No.
	ve charge and that the statements	(206) 257-6001
are true to the best of m	ly knowledge and belief.	Office, if any, Cell No.
10000	Marina Multhaup, Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Description of Williams		(206) 378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date6/7/2022	— multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD THIRD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed 6/14/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

The all original with NEKB Regional Director for the region in	The the dieged aman labor practice cocarred or is cocarre	າາສ.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
Scattle, W11 70134		h. Number of workers employed Approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the second commerce.	ices are practices affecting commerce within the meaning	
2. Basis of the Charge (set forth a clear and concise state Within the past six months, at multiple Unit practice of refusing to bargain with workers will be unit to be unit of the workers to be unit of the workers the country, the Employer has refused to provide Union that is reasonably necessary in order for that store's represented employees. The Union requests 10(j) relief in this charge. 3. Full name of party filing charge (if labor organization, grown workers United) 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	on-represented stores around the country, as who are represented by Workers United, the E has failed to acknowledge the Union's demand at each of those stores. In addition, at multiple rovide and/or improperly delayed providing or the Union to engage in first-contract bargain tive full name, including local name and number)	part of a nationwide pattern and imployer has not responded to the sto bargain, making it impossible the Union-represented stores around the information requested by the ning with the Employer regarding 4b. Tel. No. (646) 448-6414 4c. Cell No.
		(215) 575-9065 4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in t	
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6001
10m##2	Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date6/14/2022	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FOURTH AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	40.04.000404	Date Filed
	19-CA-296424	8/12/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
Seattle, WA 98134		h. Number of workers employed
		Approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiant are practices affecting commerce within the meaning of the	tices are practices affecting commerce within the meaning	on 8(a), subsections (1) and (5) of the ng of the Act, or these unfair labor practices
3. Full name of party filing charge (if labor organization, go	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. (646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit <i>(to be filled ir</i>	n when charge is filed by a labor organization)
/ I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6001
10/m##	Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle WA 98119	Date <u>8/12/2022</u>	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

- 1. Store #29259 located at 620 Northwest Hwy, Cary, IL 60013
- 2. Store #49134 located at 4712 Cedar Ave, Minneapolis MN 55407
- 3. Store #65228 located at 300 Snelling Ave Suite C, Saint Paul MN 55105
- 4. Store #08964 located at 1081 Whitehorse Mercerville Rd, Hamilton Twp, NJ 08610
- 5. Store #07853 located at 800 A Denow Rd, Pennington, NJ 08534
- 6. Store #48809 located at 2 Beechwood Rd, Summit, NJ 07901
- 7. Store #07665 located at 4770 Transit Rd, Depew, NY 14043
- 8. Store #47843 located at 3186 Sheridan Dr, Amherst, NY 14226
- 9. Store #47906 located at 61 9th Ave, New York, NY 10011
- 10. Store #10395 located at 130 E Seneca St, Ithaca, NY 14850
- 11. Store #11932 located at 402 College Ave Suite 402, Ithaca, NY 14850
- 12. Store #65187 located at 722 South Meadow Street, Ithaca NY 14850
- 13. Store #00825 located at 13-25 Astor Pl, New York, NY 10003
- 14. Store #23267 located at 8973 Bay Pkwy, Brooklyn, NY 11214
- 15. Store #07307 located at 4301 Merrick Rd, Massapequa, NY 11758
- 16. Store #22349 located at 2830 Willamette St, Eugene, OR 97405
- 17. Store #22591 located at 1395 University St, Eugene, OR 97403
- 18. Store #03367 located at 1115 Valley River Dr, Eugene, OR 97401
- 19. Store #17920 located at 3110 W 11th Avenue Eugene, Oregon 97402
- 20. Store #27299 located at 1895 Franklin Blvd, Eugene, OR 97403
- 21. Store #03409 located at 495 West 7th Avenue, Eugene, OR 97401
- 22. Store #02975 located at 3003 N Delta Hwy #301, Eugene, OR 97408
- 23. Store #00469 located at 555 Oak St., Portland, OR 97204
- 24. Store #50363 located at 525 Grand Ave Portland, OR 97232
- 25. Store #14045 located at 2880 Powell Blvd., Portland, OR 97202
- 26. Store #02925 located at 2328 W Burnside St #2, Portland, OR 97210
- 27. Store #03374 located at 7001 SE Milwaukee Ave, Portland, OR 97202
- 28. Store #00454 located at 7315 SW Garden Home Rd, Portland, OR 97223
- 29. Store #17747 located at 12235 N Center Ave, Portland, OR 97217
- 30. Store #07749 located at 4765 Liberty Avenue Pittsburgh, PA 15224
- 31. Store #09780 located at 116 Merchant Dr, Knoxville, TN 37912
- 32. Store #00304 located at 101 Broadway E, Seattle, WA 98102
- 33. Store #10795 located at 315 Cooper Point Rd. NW Unit 101 Olympia, WA 98502
- 34. Store #98117 located at 9999 Holman Rd. NW Seattle, WA 98117
- 35. Store #03281 located at 1600 E Olive Way, Seattle, WA 98102
- 36. Store #11159 located at 5300 Capitol Blvd SE Tumwater, WA 98501
- 37. Store #08740 located at 3625 Broadway, Suite A, Everett, WA 98201
- 38. Store #03448 located at 2344 Eastlake Ave E, Seattle, WA 98102

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIFTH AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296424	9/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a o mail
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
Seattle, WA 98134		h. Number of workers employed
		Approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the state of the	tices are practices affecting commerce within the meaning	n 8(a), subsections (1) and (5) of the g of the Act, or these unfair labor practices
See Attachments A and B.		
Full name of party filing charge (if labor organization, given the second	ive full name, including local name and number)	
Workers United	we full hame, including local hame and humber)	
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No.
4a. Nadioss (officer and namber, orly, state, and 2ir code	"	(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		TC. CONTION
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
/ I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6001
Mn H are to the best of the	Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle WA 98119	Date09/16/2022	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; and 2) not providing a single bargaining date to begin negotiations despite repeated requests.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

- 1. Store #22349 located at 2830 Willamette St, Eugene, OR 97405
- 2. Store #22591 located at 1395 University St, Eugene, OR 97403
- 3. Store #03367 located at 1115 Valley River Dr, Eugene, OR 97401
- 4. Store #17920 located at 3110 W 11th Avenue Eugene, Oregon 97402
- 5. Store #27299 located at 1895 Franklin Blvd, Eugene, OR 97403
- 6. Store #03409 located at 495 West 7th Avenue, Eugene, OR 97401
- 7. Store #02975 located at 3003 N Delta Hwy #301, Eugene, OR 97408
- 8. Store #00469 located at 555 Oak St., Portland, OR 97204
- 9. Store #50363 located at 525 Grand Ave Portland, OR 97232
- 10. Store #14045 located at 2880 Powell Blvd., Portland, OR 97202
- 11. Store #02925 located at 2328 W Burnside St #2, Portland, OR 97210
- 12. Store #03374 located at 7001 SE Milwaukee Ave, Portland, OR 97202
- 13. Store #00454 located at 7315 SW Garden Home Rd, Portland, OR 97223
- 14. Store #17747 located at 12235 N Center Ave, Portland, OR 97217
- 15. Store #00304 located at 101 Broadway E, Seattle, WA 98102
- 16. Store #10795 located at 315 Cooper Point Rd. NW Unit 101 Olympia, WA 98502
- 17. Store #98117 located at 9999 Holman Rd. NW Seattle, WA 98117
- 18. Store #03281 located at 1600 E Olive Way, Seattle, WA 98102
- 19. Store #11159 located at 5300 Capitol Blvd SE Tumwater, WA 98501
- 20. Store #08740 located at 3625 Broadway, Suite A, Everett, WA 98201
- 21. Store #03448 located at 2344 Eastlake Ave E, Seattle, WA 98102

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD SIXTH AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-296424	Date Filed
	19-UA-290424	10/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	ırring.	
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail	
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	hschultz@starbucks.com	
Seattle, WA 98134		h. Number of workers employed Approx. 200	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	1	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the	tices are practices affecting commerce within the mean	ion 8(a), subsections (1) and (5) of the ing of the Act, or these unfair labor practices	
2. Basis of the Charge (set forth a clear and concise state See Attachments A and B.	ment of the lacts constituing the alleged amail labor p	racincesy	
3. Full name of party filing charge (if labor organization, g. Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (646) 448-6414	
Workers United		4c. Cell No.	
22 South 22 nd St			
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (206) 257-6001	
are true to the best of the	Marina Multhaup, Attorney	Office, if any, Cell No.	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 378-4132	
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400		e-mail	
Address Seattle, WA 98119	Date <u>10/27/2022</u>	multhaup@workerlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union, and 2) not providing bargaining dates at all and/or in a timely manner thus unlawfully delaying the collective bargaining process.

ATTACHMENT B

- 1. Store #22349 located at 2830 Willamette St, Eugene, OR 97405
- 2. Store #22591 located at 1395 University St, Eugene, OR 97403
- 3. Store #03367 located at 1115 Valley River Dr, Eugene, OR 97401
- 4. Store #17920 located at 3110 W 11th Avenue Eugene, Oregon 97402
- 5. Store #27299 located at 1895 Franklin Blvd, Eugene, OR 97403
- 6. Store #03409 located at 495 West 7th Avenue, Eugene, OR 97401
- 7. Store #02975 located at 3003 N Delta Hwy #301, Eugene, OR 97408
- 8. Store #00469 located at 555 Oak St., Portland, OR 97204
- 9. Store #50363 located at 525 Grand Ave Portland, OR 97232
- 10. Store #14045 located at 2880 Powell Blvd., Portland, OR 97202
- 11. Store #02925 located at 2328 W Burnside St #2, Portland, OR 97210
- 12. Store #03374 located at 7001 SE Milwaukee Ave, Portland, OR 97202
- 13. Store #00454 located at 7315 SW Garden Home Rd, Portland, OR 97223
- 14. Store #17747 located at 12235 N Center Ave, Portland, OR 97217
- 15. Store #00304 located at 101 Broadway E, Seattle, WA 98102
- 16. Store #10795 located at 315 Cooper Point Rd. NW Unit 101 Olympia, WA 98502
- 17. Store #98117 located at 9999 Holman Rd. NW Seattle, WA 98117
- 18. Store #03281 located at 1600 E Olive Way, Seattle, WA 98102
- 19. Store #11159 located at 5300 Capitol Blvd SE Tumwater, WA 98501
- 20. Store #08740 located at 3625 Broadway, Suite A, Everett, WA 98201
- 21. Store #03448 located at 2344 Eastlake Ave E, Seattle, WA 98102

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C 3512

Case

Date Filed

10 CA 206/37 5/25/2022

DO NOT WRITE IN THIS SPACE

dhall@nage.org

(date)

INSTRUCTIONS:		-230437	3/23/2022
File an original with NLRB Regional Director for the region in whic	h the alleged unfair labor practice occur	rred or is occurring.	
1. EMPLOYER	R AGAINST WHOM CHARGE IS	BROUGHT	
a. Name of Employer Advanced Life Systems Yakima			Tel. No. 509-574-8444
		c. (Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. F	ax No.
2106 W Washington Ave #3	1 61 150 161	g. (e-Mail
Yakima, WA 98903	(b) (6), (b) (7)(C)	(b) (6).	@advancedlifesystems.d
		h. I	Number of workers employed 50+/-
Type of Establishment (factory, mine, wholesaler, etc.) Ambulance Company	 j. Identify principal product or se Ambulance transport 	rvice	
k. The above-named employer has engaged in and is engagi	ng in unfair labor practices within the	meaning of section 8(a), subsections (1) and (list
subsections) 8(a)(5)	of th	ne National Labor Rela	tions Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization	ning of the Act, or these unfair labor pon Act.	oractices are unfair pra	ctices affecting commerce
2. Basis of the Charge (set forth a clear and concise stateme	ent of the facts constituting the alleged	d unfair labor practices	
Within the last six months the Employer has unita	aterally imposed a collective ba	argaining agreeme	ent prior to reacing
impasse with the Union.			
3. Full name of party filing charge (if labor organization, give	full name, including local name and n	number!	
International Associantion of EMY's and Parameter		umber)	
4a. Address (Street and number, city, state, and ZIP code)	dies, Local IV12-309		
159 Burgin Parkway			. No. 203-371-6170
Quincy, MA 02169			No. 860-230-5874
		4d. Fa	^{x No.} 203-371-6378
		4e. e-M	
5 Full name of national as international laboration is	111.01		@nage.org
 Full name of national or international labor organization of organization) National Association of Government E 	which it is an affiliate or constituent u Employees, SEIU Local 5000	nit (to be filled in when	charge is filed by a labor
6. DECLARATIO	DN	Tel. No	
I declare that have read the above charge and that the statemen	its are true to the best of my knowledge	and belief.	860-230-5874
By ShaHau Do	uglas A Hall, Lead Counsel	Office,	if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any) Fou No	
		rax No	203-371-6378
	05/25	e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

NAGE/IAEP 3510 Main Street Bridgeport, CT 06606

INTERNET FORM NLRB-501 (2-08)

INSTRUCTIONS.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

1st Amended

	FORM EXEMPT 014DER 44 0.3.0 3512
DO NOT WRITE	IN THIS SPACE
Case	Date Filed
9-CA-296437	5/25/2022 11/3/2022

File an original with NLRB Regional Director for the region in which the	e alleged unfair labor practice occurred or is occurri	ng.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer		b. Tel. No. 509-574-8444			
Advanced Life Systems d/b/a ALS and Metro W					
Inc., a single and/or joint employer		c. Cell No.			
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.			
		g. e-Mail			
2106 W Washington Ave #3 Yakima, WA 98903	(b) (6), (b) (7)(C)	@advancedlifesystems.cc			
		h. Number of workers employed 50+/-			
i. Type of Establishment (factory, mine, wholesaler, etc.) Ambulance Company	j. Identify principal product or service Ambulance transport				
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and (list			
subsections) 8(a)(5)	of the National Lab	or Relations Act, and these unfair labor			
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A	-	nfair practices affecting commerce			
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleged unfair labor p	ractices)			
Within the last six months the Employer has unilate	rally imposed a collective bargaining ac	reement prior to reacing			
impasse with the Union.	, ,	,			
3. Full name of party filing charge (if labor organization, give full	I name, including local name and number)				
International Associantion of EMY's and Paramedic	cs, Local R12-509	International Associantion of EMY's and Paramedics, Local R12-509			
4a. Address (Street and number, city, state, and ZIP code)					
159 Burgin Parkway		4b. Tel. No. 203-371-6170			
Quincy, MA 02169		4b. Tel. No. 203-371-6170 4c. Cell No. 860-230-5874			
Quincy, MA 02169		4c. Cell No. 860-230-5874			
Quincy, MA 02169		4c. Cell No. 860-230-5874 4d. Fax No. 203-371-6378			
Quincy, MA 02169		4c. Cell No. 860-230-5874 4d. Fax No. 203-371-6378 4e. e-Mail			
Quincy, MA 02169 The second of the		4c. Cell No. 860-230-5874 4d. Fax No. 203-371-6378 4e. e-Mail dhall@nage.org			
Full name of national or international labor organization of with organization of Mational Association of Government En	nployees, SEIU Local 5000	4c. Cell No. 860-230-5874 4d. Fax No. 203-371-6378 4e. e-Mail dhall@nage.org In when charge is filed by a labor			
Full name of national or international labor organization of will	nployees, SEIU Local 5000	4c. Cell No. 860-230-5874 4d. Fax No. 203-371-6378 4e. e-Mail dhall@nage.org			
5. Full name of national or international labor organization of with organization of National Association of Government English of the National Association of Williams (National Association of Government English of the National Association of Control of the National Association of Control of C	nployees, SEIU Local 5000	4c. Cell No. 860-230-5874 4d. Fax No. 203-371-6378 4e. e-Mail dhall@nage.org In when charge is filed by a labor Tel. No.			
5. Full name of national or international labor organization of with organization) National Association of Government English (a. DECLARATION) I declare that have read the above charge and that the statements of the statements o	nployees, SEIU Local 5000 are true to the best of my knowledge and belief.	4c. Cell No. 860-230-5874 4d. Fax No. 203-371-6378 4e. e-Mail dhall@nage.org in when charge is filed by a labor Tel. No. 860-230-5874			
5. Full name of national or international labor organization of with organization) National Association of Government English (a. DECLARATION) I declare that have read the above charge and that the statements of the statements o	are true to the best of my knowledge and belief. glas A Hall, Lead Counsel	4c. Cell No. 860-230-5874 4d. Fax No. 203-371-6378 4e. e-Mail dhall@nage.org In when charge is filed by a labor Tel. No. 860-230-5874 Office, if any, Cell No.			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND INPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		Ī
Case	Date Filed	_
19-CA-296605	5/26/2022	

INSTRUCTIONS:

ile an original with NLRB Regional Director for the region in which the	e alleged unfair labor practice occurred or is occurri	ng.	
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No. 425-455-6444	
Albertson's		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) Stores: All Pierce County, WA locations	(b) (6), (b) (7)(C)	g. e-Mail	
Corporate: Albertson's/Safeway-Seattle &	(h) (c) (h) (7)(0) @aafaway aam		
Intermountain Divisions, 1121 124th Ave. NE Bellevue, WA 98005	(b) (6), (b) (7)(C) @safeway.com, (b) (6), (b) (7)(C)	h. Number of workers employed 1000 plus	
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer	j. Identify principal product or service groceries and general merchandise		
k. The above-named employer has engaged in and is engaging it	in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and (list	
subsections) (5)	of the National Lab	or Relations Act, and these unfair labor	
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A	g of the Act, or these unfair labor practices are ur		
2. Basis of the Charge (set forth a clear and concise statement of	of the facts constituting the alleged unfair labor pr	ractices)	
Within the last six months, the above-named employer has bargained in bad faith by failing to implement wage increases negotiated in a successor contract and failing to disclose a material fact in bargaining concerning when it intended to implement those wage increases.			
Also within the last six months, the above-named en	mployer has bargained in bad faith by fa	ailing to respond to the Union's	
information requests concerning health and safety r	matters.		
 Fuil name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 367 			
4a. Address (Street and number, city, state, and ZIP code)	201	^{4b. Tel. No.} 253-589-0367	
6403 Lakewood Drive West, Tacoma, WA 98467-3331 c/o Mia Cardenas		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail	
		mcardenas@ufcw367.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO			
6. DECLARATION I declare that I have read the above charge and that the statements	are true to the best of my knowledge and belief.	Tel. No. 253-528-0278	
By James	es G. McGuinness	Office, if any, Cell No.	
The second secon	Print/type name and title or office, if any)	Fax No. 253-528-0276	
4218 227th Ave. Ct. East, Buckley, WA 9932	5-23-2022 (date)	e-Mail 406-300-2072	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA AMENDED NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-296605	6/22/2022

INSTRUCTIONS:

the an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.		
a. Name of Employer	GAINST WHOM CHARGE IS BROUGHT	h Tel No
5 45		b. Tel. No. 425-455-6444
Albertson's		c. Cell No.
		S. Surve.
		f. Fax No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	
Stores: All Pierce County, WA locations		g. e-Mail
Corporate: Albertson's/Safeway-Seattle &	(b) (6) (b) (7)(C) @sofoway.com	
Intermountain Divisions, 1121 124th Ave. NE Bellevue, WA 98005	(b) (6), (b) (7)(C) @safeway.com, (b) (6), (b) (7)(C)	h. Number of workers employed
		1000 plus
Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer	j. Identify principal product or service Food and General Merchandise	
k. The above-named employer has engaged in and is engaging		tion 8/a) subsections (1) and (list
subsections) (5)		
		or Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization		rair practices affecting commerce
		actions)
2. Basis of the Charge (set forth a clear and concise statement	or the facts constituting the alleged uritain labor pre	ecirces)
Within the last six months, the above named emple	war has bargained in had faith by failing	to implement wage increases
Within the last six months, the above-named employed negotiated in a successor contract and failing to dis		
implement those wage increases.	sciose a material fact in bargaining conte	enning when it interided to
implement those wage increases.		
3. Full name of party filing charge (if labor organization, give ful	I name, including local name and number)	
Full name of party filing charge (if labor organization, give full United Food and Commercial Workers Union, Local Commer	I name, including local name and number)	
		dh Tol No
4a. Address (Street and number, city, state, and ZIP code)		^{4b. Tel. No.} 253-589-0367
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3	331	4b. Tel. No. 253-589-0367 4c. Cell No.
4a. Address (Street and number, city, state, and ZIP code)	331	4c. Cell No.
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3	331	
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3	331	4c. Cell No. 4d. Fax No.
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3	331	4c. Cell No. 4d. Fax No. 4e. e-Mail
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3 c/o Mia Cardenas	331	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3 c/o Mia Cardenas 5. Full name of national or international labor organization of washington.	331	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3 c/o Mia Cardenas	331	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3 c/o Mia Cardenas 5. Full name of national or international labor organization of wiorganization) United Food and Commercial Workers	nich it is an affiliate or constituent unit (to be filled in International Union, AFL-CIO	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org n when charge is filed by a labor Tel. No.
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3 c/o Mia Cardenas 5. Full name of national or international labor organization of washington.	331 hich it is an affiliate or constituent unit (to be filled in International Union, AFL-CIO	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3 c/o Mia Cardenas 5. Full name of national or international labor organization of worganization) United Food and Commercial Workers 6. DECLARATION	are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org n when charge is filed by a labor Tel. No. 253-528-0278
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3. c/o Mia Cardenas 5. Full name of national or international labor organization of woorganization) United Food and Commercial Workers 1 declare that have read the above charge and that the statements	are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org n when charge is filed by a labor Tel. No.
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3 c/o Mia Cardenas 5. Full name of national or international labor organization of worganization) United Food and Commercial Workers I declare that have read the above charge and that the statements By James	nich it is an affiliate or constituent unit (to be filled in International Union, AFL-CIO) are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org n when charge is filed by a labor Tel. No. 253-528-0278 Office, if any, Cell No.
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3 c/o Mia Cardenas 5. Full name of national or international labor organization of worganization) United Food and Commercial Workers I declare that have read the above charge and that the statements By James	are true to the best of my knowledge and belief. es G. McGuinness	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org n when charge is filed by a labor Tel. No. 253-528-0278
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3 c/o Mia Cardenas 5. Full name of national or international labor organization of worganization) United Food and Commercial Workers I declare that have read the above charge and that the statements By James	nich it is an affiliate or constituent unit (to be filled in International Union, AFL-CIO are true to the best of my knowledge and belief. es G. McGuinness (Print/type name and title or office, if any)	4c. Cell No. 4d. Fax No. 4e. e-Mail mcardenas@ufcw367.org n when charge is filed by a labor Tel. No. 253-528-0278 Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-296610	5/26/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the	e alleged unfair labor practice occurred or is occurri	ng.
	GAINST WHOM CHARGE IS BROUGHT	1
a. Name of Employer		b. Tel. No. 425-455-6444
Safeway Inc.		c. Cell No.
d Address (Street alternation and 710 and 1	- Smalleyer Research to the	f. Fax No.
d. Address (Street, city, state, and ZIP code) Stores: All Pierce County, WA locations	(b) (6), (b) (7)(C)	g. e-Mail
Corporate: Albertson's/Safeway-Seattle &	(h) (c) (h) (7)(c) @aafaway aam	
Intermountain Divisions, 1121 124th Ave. NE Bellevue, WA 98005	(b) (6), (b) (7)(C)@safeway.com, (b) (6), (b) (7)(C)	h. Number of workers employed 1000 plus
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer	j. Identify principal product or service groceries and general merchandise	
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and (list
subsections) (5)	of the National Lab	or Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A	g of the Act, or these unfair labor practices are un	
2. Basis of the Charge (set forth a clear and concise statement of	of the facts constituting the alleged unfair labor pr	actices)
Within the last six months, the above-named emplo	yer has bargained in bad faith by failing	to implement wage increases
negotiated in a successor contract and failing to dis	close a material fact in bargaining conc	erning when it intended to
implement those wage increases.		
Also within the last six months, the above-named en	mployer has bargained in had faith by f	ailing to respond to the Union's
information requests concerning health and safety		alling to respond to the Onion's
, , , , , , , , , , , , , , , , , , , ,		
 Full name of party filing charge (if labor organization, give full United Food and Commercial Workers Union, Loca 	name, including local name and number) I No. 367	
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-33	221	^{4b. Tel. No.} 253-589-0367
c/o Mia Cardenas	551	4c. Cell No.
		4d. Fax No.
		4e. e-Mail
		mcardenas@ufcw367.org
Full name of national or international labor organization of whorganization)		in when charge is filed by a labor
United Food and Commercial Workers	International Union, AFL-CIO	
6. DECLARATION I declare that I have read the above charge and that the statements	are true to the best of my knowledge and belief.	Tel. No. 253-528-0278
By James	es G. McGuinness	Office, if any, Cell No.
	Print/type name and title or office, if any)	Fax No. 253-528-0276
	5-23-2022	e-Mail
4218 227th Ave. Ct. East, Buckley, WA 9932	1 (date)	406-300-2072

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA AMENDED NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-296610	6/22/2022

INSTRUCTIONS:

ile an original with NLRB Regional Director for the region in which the		ng.
a. Name of Employer	GAINST WHOM CHARGE IS BROUGHT	h Tel No
		b. Tel. No. 425-455-6444
Safeway Inc.		c. Cell No.
1.44		f. Fax No.
d. Address (Street, city, state, and ZIP code) Stores: All Pierce County, WA locations	e. Employer Representative	q. e-Mail
Corporate: Albertson's/Safeway-Seattle &	(b) (6), (b) (7)(C)	g. C-Wall
Intermountain Divisions, 1121 124th Ave. NE	(b) (6), (b) (7)(C)@safeway.com,	h Number of wedges applied
Bellevue, WA 98005	(b) (6), (b) (7)(C)	h. Number of workers employed 1000 plus
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Retail Grocer	Food and General Merchandise	
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and (list
subsections) (5)	of the National Lab	or Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A	-	nfair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise statement of	of the facts constituting the alleged unfair labor pr	rectices)
Within the last six months, the above-named emplo		
negotiated in a successor contract and failing to dis	close a material fact in bargaining cond	erning when it intended to
implement those wage increases.		
 Full name of party filing charge (if labor organization, give full United Food and Commercial Workers Union, Loca 	name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. 253-589-0367
6403 Lakewood Drive West, Tacoma, WA 98467-33	331	
c/o Mia Cardenas		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
		mcardenas@ufcw367.org
5. Full name of national or international labor organization of wh	nich it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor
United Food and Commercial Workers	International Union, AFL-CIO	
6. DECLARATION		Tel. No.
I declare that I have read the above charge and that the statements	are true to the best of my knowledge and belief.	253-528-0278
(/ A/	as C. McCuinness	Office, if any, Cell No.
By P VIII	es G. McGuinness	
(agriculty or representative or person making dialge)	Print/type name and title or office, if any)	Fax No. 253-528-0276
	6-22-2022	e-Mail
4218 227th Ave. Ct. East, Buckley, WA 9932	4	406-300-2072

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 351	ORM	EXEMPT	UNDER 44	U.S.C 3512
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DO NOT WRITE IN THIS SPACE

Case Date Filed

19-CA-296612 5/26/2022

INSTRUCTIONS:

ile an original with NLRB Regional Director for the region in which the		rring.
a. Name of Employer	SAINST WHOM CHARGE IS BROUGHT	b. Tel. No. 425-455-3761
		425-455-3761
Quality Food Centers		c. Cell No.
		I San No
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.
	(b) (6), (b) (7)(C)	g. e-Mail
10116 NE 8th Street, Bellevue, WA 98004		(b) (b), (b) (7)(C)@qfci.com
		h. Number of workers employed 1000 plus
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer	j. Identify principal product or service Food and General Merchandise	
k. The above-named employer has engaged in and is engaging	n unfair labor practices within the meaning of s	ection 8(a), subsections (1) and (list
subsections) (5)	of the National L	abor Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A	g of the Act, or these unfair labor practices are	
2. Basis of the Charge (set forth a clear and concise statement of		practices)
• •		
Within the last six months, the above-named emplo	yer has bargained in bad faith by faili	ng to respond to a Union
information request involving health and safety con-	ditions.	
 Full name of party filing charge (if labor organization, give full United Food and Commercial Workers Union, Loca 	name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. 253-589-0367
6403 Lakewood Drive West, Tacoma, WA 98467-3331		
c/o Mia Cardenas		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
		mcardenas@ufcw367.org
5. Full name of national or international labor organization of wh	ich it is an affiliate or constituent unit (to be fille	ed in when charge is filed by a labor
organization) United Food and Commercial Workers	nternational Union, AFL-CIO	
A C DECLADATION		Tel. No.
6. DECLARATION I declare that I have read the above charge and that the statements	are true to the best of my knowledge and belief.	253-528-0278
By / W/	es G. McGuinness	Office, if any, Cell No.
(signature of representative or person making charge)	Print/type name and title or office, if any)	Fax No. 253-528-0276
4218 227th Ave. Ct. East, Buckley, WA 9932	5-2 5 -2022	e-Mail - 406-300-2072
Address Address	(date)	100 000 2012

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C 3512 DO NOT WRITE IN THIS SPACE

Case 19-CA-296621 Date Filed 5/26/2022

INSTRUCTIONS:		
File an original with NLRB Regional Director for the region in which th		
a. Name of Employer	GAINST WHOM CHARGE IS BROUGHT	h Tel No soo soo soo
		b. Tel. No. 503-232-8844
Fred Meyer Stores		c. Cell No.
		C. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	1. 1 ax 110.
P.O. Box 42121, Portland, OR 97242-0121	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail
	J	(b) (6), (b) (7)(C) @fredmeyer.com
		h. Number of workers employed
		1000 plus
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Retail Grocer	Food and General Merchandise	
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of	section 8(a), subsections (1) and (list
subsections) (5)	of the National L	abor Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning		-
within the meaning of the Act and the Postal Reorganization		arion produces allocally commerce
		- ametics al
2. Basis of the Charge (set forth a clear and concise statement	or the racts constituting the alleged unitair labor	practices)
		N 70
Within the last six months, the above-named emplo		ng to respond to a Union
information request involving health and safety con	ditions.	
500		
3		
3. Full name of party filing charge (if labor organization, give ful United Food and Commercial Workers Union, Loca	name, including local name and number)	
United Food and Commercial Workers Union, Loca	I No. 367	
4a. Address (Street and number, city, state, and ZIP code)		^{4b. Tel. No.} 253-589-0367
6403 Lakewood Drive West, Tacoma, WA 98467-3	331	
c/o Mia Cardenas		4c. Cell No.
or ma ouradiad		
		4d. Fax No.
		4e. e-Mail
		CONTROL CONTROL
		mcardenas@ufcw367.org
Full name of national or international labor organization of w	nich it is an affiliate or constituent unit (to be fill	ed in when charge is filed by a labor
organization) United Food and Commercial Workers	International Union, AFL-CIO	
Λ		
6. DECLARATION		Tel. No. 253-528-0278
I declare that I have read the above charge and that the statements	are true to the best of my knowledge and belief.	203-020-0270
		Office, if any, Cell No.
By Jam	es G. McGuinness	
	(Print/type name and title or office, if any)	Fax No. 252 522 2272
		Fax No. 253-528-0276
	- 6	e-Mail
4218 227th Ave. Ct. East, Buckley, WA 9932	1 5-2 \$ -2022	406-300-2072
Address	(date)	700-000-2012

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	40.04.000000	Date Filed
	19-CA-296626	5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	- · · · · · · · · · · · · · · · · · · ·	urring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	1
a. Name of Employer Seattle Art Museum		b. Tel. No. 206-654-3100
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1300 1st Ave	e. Employer Representative (b) (6). (b) (7)(C)	g. e-mail
1500 Ist Ave	CACACACA	(D)(B),(D)(7)(C)(@SeattleArtMuseum.org
		h. Number of workers employed 325
i. Type of Establishment (factory, mine, wholesaler, etc.) Non-Profit Art Institution	j. Identify principal product or service Non-Profit Art Institution	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) 8a1, 8a5	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are pra	ictices affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state Following precedent set by Joy Silk Case; Refusin showing of interest under IUPAT petition, and val selecting a bargaining representative). Then, once independent petition for election emple hearing, raising challenges it ultimately withdrew, has majority support; emailing unit to say the must voting, even if majority of those who voted vote yet	g to recognize or commit to recognizing union a id showing of interest as independent union. Dis over's insistence on seeking extension after exter- insisting on in-person election. Refusal to barga- eum would only recognize union if true majority	after majority card check, valid sparagement (implying futility of nsion, unavailablity of witnesses for ain with bargaining representative who
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)	9)	4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affi l iate or constituent unit <i>(to be filled</i>	in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No.
(b) (6), (b) (7)(C)	ny knowledge and belief. (b) (6), (b) (7)(C)	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C) Address	Date	e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-296627	5-27-2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer American Eagle Protective Services Corporation (AEPS)		b. Tel. No. 512-501-7830
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 902 Crystal Falls Parkway Leander, TX 78641	e. Employer Representative Jacob Stone, General Counsel	g. e-mail jstone@aepscorp.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Naval base	j. Identify principal product or service Security	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) 8(a)(5)	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
Beginning on or about January 1, 2022, and continuous Silverdale, Washington worksite.	uing to date, the Employer has unilaterally redu	ced employees' working hours at its
3. Full name of party filing charge (if labor organization, g International Union, Security, Police and Fire Prof	rive full name, including local name and number) ressionals of America (SPFPA) and its Local 5	
4a. Address (Street and number, city, state, and ZIP code 25510 Kelly Rd.	e)	4b. Tel. No. 586-772-7250
Roseville, MI 48066		4c. Cell No.
		4d. Fax No. 586-772-9644
		4e. e-mail
5. Full name of national or international labor organization International Union, Security, Police and Fire Pro-		in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ove charge and that the statements fly knowledge and belief.	Tel. No. 313-964-5600
Macine N. Selin	Rachel N. Helton	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/lype name and title or office, if any)	Fax No. 313-964-2125
Address 28 W. Adams, Ste. 300, Detroit, MI 4822	26 Date May 27, 2022	e-mail rachel@unionlaw.net

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

Case
19

19-CA-296628 Date Filed 5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occover. OYER AGAINST WHOM CHARGE IS BROUGHT	curring.
a. Name of Employer	OTEN AGAINST WHOM CHANGE IS BROOGHT	b. Tel. No.
Seattle Art Museum		(b) (6), (b) (7)(C)
		c. Cell No.
d Address (Steet els etcle and 710 ande)	e. Employer Representative	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1300 1st Ave	(b) (6), (b) (7)(C)	g. e-mail
Seattle, WA 98101		(b) (6), (b) (7)(C) @seattleartmuseum.org
		h. Number of workers employed ~347
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Museum	Art and Recreation	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections) 8(a)1	of the National Lab	oor Relations Act, and these unfair labor
practices are practices affecting commerce within the me-	aning of the Act, or these unfair labor practices are pr	ractices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
by the Supreme Court, in 1975 and commonly reference (b) (6), (b) (7)(C) denied (b) (6), (b) (7)(C) the ongoing unionization efforts of the SAM VSO questions. (b) (6), (b) (7)(C) was terminated at a later	Union. The employer did not terminate the inte	erview and continued to ask
3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C)	p)	4b. Tel. No.
		4c. Cell No. (b) (b) (t) (c)
		4d. Fax No.
		4e, e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	(b) (6), (b) (7)(C)
are true to the best of n (b) (6), (b) (7)(C)	ny knowledge and belief.	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)	Date 5-26-2022	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296629	5/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Seattle Art Museum		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
1300 1st Ave	(b) (6), (b) (7)(C)	(b) (8). (b) (7)(G) @ seattleartmuseum.org
Seattle, WA. 98101.		
		h. Number of workers employed
		347
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Art museum	Recreation	
The above-named employer has engaged in and is engaged		etion 9/a) subsections (1) and
(list subsections) 8 (a) (1)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state		·
- Coercive interrogation: questioning individuals co		- 1
- Increased surveillance in the workplace in order t	_	
VSOs; management's practice of following organize	-	
- Threats of intimidation via the NLRB's subpoena		-
impression that the employer was entitled to record		_
- Implying voluntary recognition was predicated or	n non-use of economic weapons: retaliation for	protected concerted activities.
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
(b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	I in when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
	ve charge and that the statements	
	ny knowledge and belief.	Office, if any, Cell No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
, James and Jame	,	I da IVO.
(b) (6), (b) (7)(C)	5/26	
Address	Date	e-mail
		- //

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED INSTRUCTIONS:

CHARGE AGAINST EMPLOYER

19-CA-296629

Case

DO NOT WRITE IN THIS SPACE

8/8/2022

Date F ed

F e an or g na w th NLRB Reg ona D rector for the reg on n which the a leged unfair abor practice occurred or s occurring 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Emp over b. Te. No. Seattle Art Museum (206)654-3100 c. Ce No. (b) (6), (b) (7)(C) d. Address (Street city state and ZIP code) f. Fax No. (b) (6), (b) (7)(C) 1300 1st Ave, Seattle, WA 98101-(206)626-0454 2003 g. e ma @seattleartmuseum.org h. Number of Workers Emp oyed . Type of Estab shment (factory mine j. Ident fy Pr nc pa Product or Serv ce wholesaler etc.) Art Museum Recreation . The above named emp oyer has engaged in and is engaging in unfair abori practices within the meaning of section 8(a), subsections (1) of the Nat ona Labor Re at ons Act, and these unfar abor pract ces are pract ces affecting commerce within the meaning of the Act, or these unfar abor pract ces are pract ces affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Bas s of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Threats of intimidation via the NLRB's subpoena process: Submitting facially unlawful subpoena duces tecum requests to create the impression that the Employer was entitled to records of contacts with organizers, attendance at union meetings, etc. Implying voluntary recognition was predicated on non-use of economic weapons: retaliation for protected concerted activities. 3. Full name of party find charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	ruii name including local name and numb	er)
4a. Address (Street and number city state and ZIP code) (b) (6), (b) (7)(C)		4b. Te . No. (b) (6), (b) (7)(C)
		4c. Ce No.
		4d. Fax No.
		4e. e ma (b) (6), (b) (7)(C)
5. Fu name of nat ona or nternat ona abor organ zat on of organization)	which it is an affiliate or constituent unit (if	o be filled in when charge is filed by a labor
6. DECLARATION		Te . No.
I dec are that I have read the above charge and that the		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
Address: (b) (6), (b) (7)(C)	Date:	e ma (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296631	5/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 FMPI	OYER AGAINST WHOM CHARGE IS BROUGHT	
	STERVIOLING WHOM SHARE IS BROOSH	b. Tel. No.
a. Name of Employer Seattle Art Museum		+1 (206) 654-3100
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
1300 1st Ave	(b) (c) (b) (7)(c)	@seattleartmuseum.org
Seattle, WA 98101 United States	(b) (6), (b) (7)(C)	h. Number of workers employed approximately 347
i. Type of Establishment (factory, mine, wholesaler, etc.) art museum	j. Identify principal product or service art museum	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections)	of the National Lab	oor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pr	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state h	ment of the facts constituting the alleged unfair labor	practices)
Rollout of restructure on 1/27 and 2/8 after 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code	9)	4b, Tel, No, (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
4e. e-mail		
Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be fille	d in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) are true to the best of n	(b) (6), (b) (7)(c)	Office, if any, Cell No.
(b) (6) (b) (7)(C)	(Finistype hame and title or onice, if any)	Fax No.
(b) (6), (b) (7)(C)	5/26/21	e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296691	5/27/2022

INSTRUCTIONS:

1 EMDI		
I. LIVII L	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
		1.1 47.140.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-
17101 27 th Ave NE #A.	Harvard Sabulta CEO	g. e-mail
	Howard Schultz, CEO	hschultz@starbucks.com
Marysville, WA 98271		h. Number of workers employed
		Approx. 24
		Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.	practices affecting commerce within the meaning of the	ion 8(a), subsections (1) of the National e Act, or these unfair labor practices are
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor p	ractices)
5 ,		,
Within the last six months, the Employ	ver violated the Act when among oth	er things it denied workers a
promotion in retaliation for exercising the	,	ter timigs, it defined workers a
promotion in retaliation for exercising the	ii fights tilider the Act.	
3. Full name of party filing charge (if labor organization, gi	ve full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
,,	,	(646) 448-6414
Workers United		` /
22 South 22 nd St		L 4c Cell No
Philadelphia, PA 19103		4c. Cell No.
Filliadelpilia, FA 19103		
		4d. Fax No.
		4d. Fax No. (215) 575-9065
		4d. Fax No. (215) 575-9065 4e. e-mail
		4d. Fax No. (215) 575-9065
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org
Service Employees International Union	of which it is an affiliate or constituent unit <i>(to be filled a</i>	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org
Service Employees International Union 6. DECL I declare that I have read the above	ARATION ve charge and that the statements	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org in when charge is filed by a labor organization)
Service Employees International Union 6. DECL	ARATION ve charge and that the statements	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org in when charge is filed by a labor organization) Tel. No.
Service Employees International Union 6. DECL I declare that I have read the above	ARATION ve charge and that the statements	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org in when charge is filed by a labor organization) Tel. No. (206) 257-6032
Service Employees International Union 6. DECL I declare that I have read the above	ARATION ve charge and that the statements	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org in when charge is filed by a labor organization) Tel. No. (206) 257-6032 Office, if any, Cell No.
Service Employees International Union 6. DECL I declare that I have read the above are true to the best of me (signature of representative or person making charge)	ARATION we charge and that the statements by knowledge and belief.	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org in when charge is filed by a labor organization) Tel. No. (206) 257-6032 Office, if any, Cell No.
6. DECLA I declare that I have read the above are true to the best of me (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	ARATION we charge and that the statements y knowledge and belief. Michael White, Attorney	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org in when charge is filed by a labor organization) Tel. No. (206) 257-6032 Office, if any, Cell No. Fax No. (206) 378-4132
Service Employees International Union 6. DECL I declare that I have read the above are true to the best of me (signature of representative or person making charge)	ARATION we charge and that the statements y knowledge and belief. Michael White, Attorney	4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org in when charge is filed by a labor organization) Tel. No. (206) 257-6032 Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-296691	5/31/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
17101 27 th Ave NE #A, Marysville, WA 98271	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
Willysvine, W1170271		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meaning	
2. Basis of the Charge (set forth a clear and concise state Within the last six months, the Employer Alyssa Boldt a promotion in retaliation for	violated the Act when, among other thing	
Full name of party filing charge (if labor organization, gi Workers United	ive full name, including local name and number)	
		AL T-I M-
4a. Address (Street and number, city, state, and ZIP code))	4b. Tel. No. (646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the above	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6032
Mul		Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	Michael White, Attorney (Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 05/31/2022	e-mail white@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-296691	9/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ OYER AGAINST WHOM CHARGE IS BROUGHT	urring.
	OTER AGAINST WITOWICHARGE IS BROUGHT	b. Tel. No.
a. Name of Employer		
Starbucks Corporation		(206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
17101 27 th Ave NE #A.	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
Marysville, WA 98271	Tioward Schurtz, CEO	ilschutz@starottcks.com
ivial ysvine, WA 702/1		h. Number of workers employed
		Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	1 11
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the	tices are practices affecting commerce within the mea	tion 8(a), subsections (1) and (3) of the ning of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
Within the last six months, the Employer	r violated the Act when, among other t	things, it denied Katie McCoy a
promotion in retaliation for exercising the		,
3. Full name of party filing charge (if labor organization, g.	ive full name, including local name and number)	
Workers United	, ,	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
-		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	I in when charge is filed by a labor organization)
Service Employees International Union		
6. DECL	ARATION	Tel. No.
	ve charge and that the statements	(206) 257-6001
are true to the best of h	ny knowledge and belief.	Office, if any, Cell No.
1//2 # 1/2		
(signature of representative or person making charge)	Marina Multhaup, Attorney	Fax No.
Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	(206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 09/16/2022	e-mail
, 100.000 Outilo, 11/1 00110		— multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-296712	Date Filed 5/31/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		rring.		
	OYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer St. Michael Medical Center (Virginia Mason Franciscan Health)		b. Tel. No. 253.426.4464		
(Vigina Mason Haleisean Health)		c. Cell No. (b) (6), (b) (7)(C)		
A Address (Otro Later and ATIO and A	L. Farelous Processes the	f. Fax. No.		
d. Address (Street, city, state, and ZIP code) 1800 Northwest Myhre Road Silverdale, WA 98383	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @chifranciscan.org		
×		h. Number of workers employed 650		
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Center	j. Identify principal product or service Healthcare			
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and		
(list subsections) 8(a)(1), 8(a)(5)	of the National Labor	Relations Act, and these unfair labor		
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are prac	tices affecting commerce within the		
meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	ractices)		
Within the las six months, the above named Emplo guaranteed by Section 7 of the act by demanding e discipline.				
3. Full name of party filing charge (if labor organization, g United Food and Commercial Workers Union, Loc	live full name, including local name and number) cal 3000			
4a. Address (Street and number, city, state, and ZIP code 5030 First Avenue South, Suite 200	e)	4b. Tel. No.		
Seattle, WA 98134		4c. Cell No. (253) 249-8859		
		4d. Fax No. (206) 436-6700		
		dbarnes@ufcw2 1 .org		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization) United Food and Commercial Workers International Union				
I deglare that I have read the abo	ARATION ove charge and that the statements	Tel. No.		
avid arnes	ny knowledge and belief. David Barnes, Bargaining Director	Office, if any, Cell No. (253) 249-8859		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 436-6700		
Address 5030 First Avenue South, Suite 200 Seat	tle, WA 98134 Date 05/30/2022	e-mail dbarnes@ufcw21.org		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-296731	5/31/2022

INSTRUCTIONS:

The art original with NCRB Regional Director for the region in The MP	LOYER AGAINST WHOM CHARGE IS BROUGHT	occurring.
a. Name of Employer		b. Tel. No.
Cellco Partnership d/b/a Verizon Wireless		(800) 621-9900
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1405 SE Everett Mall Way	e. Employer Representative	
Everett, WA 98208	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) werizon.com
19230 Alderwood Mall Parkway Lynwood, WA 98036		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Telecommunications Provider	j. Identify principal product or service Telecommunications Services	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the manning of a	
(list subsections) (1)	of the National La	ection 8(a), subsections (1) and bor Relations Act, and thest unfair labor
practices are practices affecting commerce within the med	aning of the Act, or these unfair labor practices affect	ting commerce within the second of
the Act and the Postal Reorganization Act.	a second and produces direct	ang commerce within the meaning of
Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	Formational
an investigatory interview despite repeated request 3. Full name of party filing charge (if labor organization, gi Communications Workers of America, AFL-CIO		
4a. Address (Street and number, city, state, and ZIP code,		
8085 E Prentice Avenue		4b. Tel. No. (303) 770-2822
Greenwood Village, CO 80111		4c. Cell No.
		4d. Fax No.
		4e. e-mail kromich@cwa-union.org
5. Full name of national or international labor organization Communications Workers of America, AFL-CIO	of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
2 DECLA	DATION	
6. DECLA I declare that I have read the above are true to the best of my	e charge and that the statements	Tel. No. (303) 721-7399
Nelland	William R. Reinken, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 8085 E Prentice Ave, Greenwood Village,	CO 80111 Date 5/31/2022	e-mail wreinken@cwa-union.org
12.12		wremken@ewa-umon.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

5/31/2022

INTERNET FORM NLRB-501 (2-08)

INSTRUCTIONS:

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

19-CA-296735

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. (b) (6), (b) (7)(C) Par-Pacific e. Employer Representative d. Address (Street, city, state, and ZIP code) 3808 North Sullivan Road (b) (6), (b) (7)(C g. e-Mail Building N-15, #106 (b)(6),(b)(7)(C)(@parpacific.com Spokane Valley, WA 99216 h. Number of workers employed i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Gas Station Gasoline and Food items k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) In the past 6 months, the Employer has interfered with, restrained, and coerced its employees in the exercise of their Section 7 rights by its actions including implementing a rule prohibiting some employees from wearing hats while working in certain areas, including hats with union messages, while allowing other employees that work in different areas to wear hats. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-Mail (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Tel. No. DECLARATION (b) (6), (b) (7)(C) l decl(b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief. Office, if any, Cell No. (Print/type name and title or office, if any) harge) Fax No. e-Mail (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN T	THIS SPACE
Case	Date Filed
19-CA-296780	5-27-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.				
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer Fremont Stash, LLC d/b/a Fremont Lux	N .	(b) (6), (b) (7)(C)		
		c. Cell No.		
d Address (Obest elle and TiO and)	entative	f. Fax. No.		
d. Address (Street, city, state, and ZIP code) 4465 Fremont Ave N, Seattle, WA 98103	(b) (6), (b) (7)(C) eluxpotshop.com) (b) Dan Swedlow (dans@summitlaw.com) Attorney	2luxpotshop.com		
	James Commission (Cambridge Commission Commi	h. Number of workers employed 10		
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Retail	j. Identify principal product or service Cannabis sales			
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and		
(list subsections) (3)	of the National Labor Re	elations Act, and these unfair labor		
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the		
meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer violated the Act by discriminating and retaliating against employees supportive of the Union's organizing efforts by cutting hours and/or terminating employment.				
Full name of party filing charge (if labor organization, gi United Food and Commercial Workers Union Local	ive full name, including local name and number) al 3000			
4a. Address (Street and number, city, state, and ZIP code Attn: Nico Montanero 5030 1st Ave S., Suite 200)	4b. Tel. No. (206) 413-8397		
Seattle, WA 98134		4c. Cell No.		
		4d. Fax No.		
		4e. e-mail nmontero@ufcw21.org		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union				
I declare that I have read the about	ARATION ve charge and that the statements	Tel. No. (253) 528-0277		
are true to the best of m	ly knowledge and belief. Aaron Streepy, Attorney	Office, if any, Cell No.		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.		
Address 4218 227th Ave Ct East, Buckley, WA 98	3321 Date <u>5-27-22</u>	e-mail aaron@mcguinnessstreepy.com		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	DO NOT WRITE IN THIS SPACE		
Case		Date Filed	
	19-CB-295196	5/4/2022	

NSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

a. Name Teamsters Local 760 c. Address (Street, city, state, and ZIP code) 1211 West Lincoln Yakima, WA 98902			b. Union Re (b) (6), (b) (presentative ()(C)	to contact
1211 West Lincoln					
			d. Tel. No. 509-452-7	194	e. Cell No.
			f. Fax. No. 509-453-7	354	49
			g. e-mail	teamsters7	60.org
h. The above-named labor organization has engaged in and is e (b)(1)(A) practices are practices affecting commerce within the meaning meaning of the Act and the Postal Reorganization Act.		of the Nation	onal Labor Re	lations Act,	and these unfair labor
The above-named labor organization violated Section 8(1) (1995) The above-named labor organization violated Section 8(1) (1995) (1995) The above-named labor about 1995) are remarked by the arbitration and for doing so for	6), (b) (7)(C) 20211	by failing to process g	rievances or	behalf	and/or for refusing to
3. Name of Employer		4a. Tel. No.	b. Cell No.		c. Fax No.
John I. Haas, Inc.		509-469-4000 d. e-maii	1		
5. Location of plant involved (street, city, state and ZIP code) 1716 Gordon Rd. Yakima, WA 98901				r representa tt, Plant M	tive to contact anager
7. Type of establishment (factory, mine, wholesaler, etc.) distributor	8. Identify principal product or servi distributor		e	9. Number	of workers employed
(b) (6), (b) (7)(C) an individual	110=00				
(b) (6), (b) (7)(C)		11s. Tel. No.	(b) (6), (b)	7)(C)	c. Fax No.
		(b) (6), (b) (7)(C)			
12. DECLARATI		statements		fel. No.	i din d
(b) (6), (b) (7)(C) my know	viedge and belie (b) (6), (b	f.) (7)(C) _{an individual}	C	Cell No. 0) (6), (b) (7)(C)
	(Print/type na	eme and title or office, if any		ax No.	
Address (b) (6), (b) (7)(C)		Date 5-4-	2	b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

INTERNET FORM NLRB-508 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	FORM EXEMPT UNDER 44 U.S.C 3512	
DO NOT WRITE IN THIS SPACE		
Саse 19-СВ-295571	Date Filed 5/10/2022	

NSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION O	R ITS AGENTS AGAINST WHI	CH CHARGE IS	BROUGH	
a. Name		b. Union Re	presentativ	e to contact
Teamsters Local 174		(b) (6	6), (b) (7))(C)
: Address (Street, city, state, and ZIP code)		d. Tel. No. 206.441.0	5060	e. Cell No.
4675 Interurban Avenue South Ste 303		f. Fax No.	-	g. e-Mail
Tukwila, WA 98168		206.441.	4853	(b) (6), (b) (7)(C) _@ JC28
n. The above-named organization(s) or its agents has (have) eng subsection(s) (flst subsections) $8(b)(1)(A)$, $8(b)(1)(B)$, an are untair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aged in and is (are)engaging in $\frac{1}{10}\frac{8(bX3)}{8}$ of the N the Act, or these unfair labor pro-	unfair labor prac ational Labor Re actices are unfair	tices within lations Act practices	n the meaning of section 8 , and these unfair labor pr affecting commerce within
Basis of the Charge (set forth a clear and concise statement)	of the facts constituting the alle	ged unfair labor	practices)	
nental anguish (on and off the job), and fear	of working even bost	-strike suci	ı ınaı m	edication is requi
		port or not		t a union.
The Union has interfered with the employees		oport or not	support	b. Cell No.
The Union has interfered with the employees 3. Name of Employer			support	_
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc.		4a. Tel. No.	support	b. Cell No.
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code)		4a. Tel. No.	support	b. Cell No. d. e-Mall
The Union has interfered with the employees 3. Name of Employer 3. Name of Employer 3. Sary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) eattle WA		4a. Tel. No. c. Fax No.	support	b. Cell No. d. e-Mall
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) eattle WA 7. Type of establishment (factory, mine, wholesaler, etc.)	Section 7 rights to sup	4a. Tel. No. c. Fax No.	6. Empl	b. Cell No. d. e-Mail oyer representative to con
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) Geattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related	Section 7 rights to sup	da. Tel. No. c. Fax No. ct or service elated 11a. Tel. No.	6. Emple 9. Numl Apr	b. Cell No. d. e-Mail oyer representative to con
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) Seattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related 10. Full name of party filing charge 11. Full name of party filing charge 12. (6), (b) (7)(C)	Section 7 rights to sup	c, Fax No. c, Fax No. ct or service elated 11a. Tel. No. 206.623.	6. Employed April 1. 5155	b. Cell No. d. e-Mail oyer representative to conter of workers employed ox 250 b. Cell No.
The Union has interfered with the employees 3. Name of Employer 5. Sary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) 6. Seattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related 10. Full name of party filing charge 10. (6). (b) (7)(C)	8. Identify principal produ Construction R	da. Tel. No. c. Fax No. ct or service elated 11a. Tel. No.	6. Employed April 1. 5155	b. Cell No. d. e-Mail oyer representative to conter of workers employed ox 250
The Union has interfered with the employees 3. Name of Employer 5. Sary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) 6. Seattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related 10. Full name of party filing charge 10. (6). (b) (7)(C)	8. Identify principal produ Construction R	c, Fax No. c, Fax No. ct or service elated 11a. Tel. No. 206.623.	6. Employed April 1. 5155	b. Cell No. d. e-Mail oyer representative to conter of workers employed ox 250 b. Cell No.
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) Geattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related 10. Full name of party filing charge 11. Address of party filing charge (street city state and ZIP code) 11. Address of party filing charge (street city state and ZIP code) 11. Address of party filing charge (street city state and ZIP code) 12. (b) (7)(C)	8. Identify principal produ Construction R	c. Fax No. c. Fax No. ct or service elated 11a. Tel. No. 206.623.	5. Empl. 9. Numl. Apr. 5155	b. Cell No. d. e-Mail oyer representative to conter of workers employed ox 250 b. Cell No.
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) Geattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related 10. Full name of narty filing charge 11. Address of party filing charge (street city state and ZIP code) 11. Address of party filing charge (street city state and ZIP code) 12. (b) (6), (b) (7)(C) ARATION	8. Identify principal produ Construction R	da. Tel. No. c. Fax No. ct or service elated 11a. Tel. No. 206.623.	6. Empl. 9. Numl. Apr. 5155	b. Cell No. d. e-Mail oyer representative to conter of workers employed ox 250 b. Cell No.
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) Geattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related In Full name of narty filing charge (6) (6) (7)(C) 11. Address of party filing charge (street city, state and ZIP code) (6) (6), (b) (7)(C) ARATION into there are in are in the state and ZIP code (city) in the state and ZIP code	8. Identify principal produ Construction R	da. Tel. No. c. Fax No. ct or service elated 11a. Tel. No. 206.623. 20 Fax No. 2	6. Empl. 9. Numl. Apr. 5155	b. Cell No. d. e-Mail over representative to conter of workers employed ox 250 b. Cell No. d. e-Mail
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) Seattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related 10. Full name of party filing charge 11. Address of party filing charge 11. Address of party filing charge (street city state and ZIP code) 11. Address of party filing charge (street city state and ZIP code) (b) (6), (b) (7)(C) ARATION and therein are the street city state and ZIP code)	8. Identity principal produ Construction R	da. Tel. No. c. Fax No. ct or service elated 11a. Tel. No. 206.623. 20635 Np.2	6. Emple Apr. 1. 5155 2143 206. I No.	b. Cell No. d. e-Mail over representative to conter of workers employed ox 250 b. Cell No. d. e-Mail
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) Seattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related 10. Full name of party filing charge 11. Address of party filing charge 11. Address of party filing charge (street city state and ZIP code) 11. Address of party filing charge (street city state and ZIP code) (b) (6), (b) (7)(C) ARATION and therein are the street city state and ZIP code)	8. Identify principal produ Construction R true to the best of my knowledge and b Individual	da. Tel. No. c. Fax No. ct or service elated 11a. Tel. No. 206.623. 20635 Np.2	6. Emplo 9. Numl Apr 1. 5155 2143	b. Cell No. d. e-Mail oyer representative to con ber of workers employed ox 250 b. Cell No. d. e-Mail
The Union has interfered with the employees 3. Name of Employer Gary Merlino Construction Co., Inc. 5. Location of plant involved (street, city, state and ZIP code) Geattle WA 7. Type of establishment (factory, mine, wholesaler, etc.) Construction Related 10. Full name of party filing charge 11. Address of party filing charge 12. Address of party filing charge (street city state and ZIP code) 13. Address of party filing charge (street city state and ZIP code) 14. Address of party filing charge (street city state and ZIP code) 15. Construction Related 16. (b) (7)(C) 17. Address of party filing charge (street city state and ZIP code) 18. Address of party filing charge (street city state and ZIP code) 19. (c) (d) (d) (d) (d) (d) (e) (e) (e) (e) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f	8. Identify principal produ Construction R true to the best of my knowledge and b Individual	da. Tel. No. c. Fax No. c. Fax No. lot or service elated 11a. Tel. No. 206.623. 20635 No. 2	6. Emplo 9. Numl Apr 1. 5155 2143	b. Cell No. d. e-Mail oyer representative to conter of workers employed ox 250 b. Cell No. d. e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM EXEMPT UNDER 44 U.S.C.3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CB-295674	5/11/2022	

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntair labor prad	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH			
a. Name		b. Union Rep	resentative	to contact
Protec-17		(b) (6), (b)	(7)(C)	
		Title: (b) (6	s), (b) (7)(C	
		• • • • • • • • • • • • • • • • • • • •	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	4
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
2900 Eastlake Ave E Suite 300		(800) 783-00	17	
WA Seattle 98102		f. Fax No.		g. e-Mail
				@protec17.org
h. The above-named labor organization has engaged in and is engagin	g in unfair labor practices wit	hin the meanir	g of section	8(b) and (list subsections)
(1)(A)	of the Natio	onal Labor Rela	ations Act, a	and these unfair labor practices
are practices affecting commerce within the meaning of the Act, or the Act and the Postal Reorganization Act.	nese untair labor practices are	e practices and	ecting comm	nerce within the meaning of
Basis of the Charge (set forth a clear and concise statement of the	facts constituting the alleged	d unfair labor n	ractices)	
2. Basic of the charge foot forth a steal and consists date months of the	radio corrollating the anoget	a arrian rabor p	74011000)	
See additional page				
		- T N		
Name of Employer		4a. Tel. No. (206) 684-76	22	b. Cell No.
City of Seattle Department of Transportation		c. Fax No.	23	d. e-Mail
		C. Tux No.		kristen.simpson@seattle.gov
				knstch.simpson@scattic.gov
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact
PO BOX 34996			Kristen S	impson
WA Seattle 98124-4996				
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	'			
12. DECLARATION		Tel.		1 (7)(0)
I declare that I have read the above charge and that the statements are true to the I (b) (6), (b) (7)(C)			(b) (6), (b	b) (7)(C)
	(b) (6), (b) (7)(C)	_ Cell	No. (b) (6), (b	5) (7)(C)
presentative or person making charge) (Print/type	name and title or office, if any	/) Fax		7.(-)(-)
(1) (0) (1) (7)(0)		Fax	140.	
(b) (6), (b) (7)(C)		e-M	ail	
Address	(date)	03:41:52 PM	(b) (6)	, (b) (7)(C)
	(ddto/			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

INTERNET FORM NLRB-508 (2-08)

a. Name

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

	FORM EXEMPT UNDER 44 U.S.C 3512
DO NOT WE	RITE IN THIS SPACE
Case	Date Filed
19-CB-295682	5/11/2022

b. Union Representative to contact

(b) (6) (b) (7)(C)

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

Teamsters	Local 174	(b) (6), (b) ((7)(C)
c. Address (Street, city, sta	ite, and ZIP code)	d. Tel. No. 206.441.6060	e. Cell No.
	venue South Ste 303	f. Fax No.	q. e-Mail
Γukwila, WA 98168		206.441.4853	(b) (6), (b) (7)(C) @ JC28.org
 h. The above-named organi subsection(s) (Nst subsection) are unfair practices affect meaning of the Act and the 	ization(s) or its agents has (have) engaged in and is (are ctions) $8(b)(1)(A)$, $8(b)(1)(B)$, and $8(b)(3)$ ting commerce within the meaning of the Ac., or these units Postal Reorganization Act.	e) engaging in unfair labor practices wi of the National Labor Relations / nfair labor practices are unfair practic	thin the meaning of section 8(b), Act, and these unfair labor practices as affecting commerce within the
	et forth a clear and concise statement of the facts constit	tuting the alleged unfair labor practice	5)
Furthermore, the Union's conduct incomembers". The Unionbers would remployees would rewho wished to exerteceiving payments	ne Employer's facilities interfering with mion has engaged in intimidation of welluded requiring a second initiation feet a substantial cash out of vertical	orking employees who cre only to those employees work assistance to striking discriminating unlawfully ellow Dog" contract where ement to waive their Section	ossed picket lines. The who became "dues only employees but only if y against some strikers eby striking employees n 7 Rights in the future.
Name of Employer	Gary Merlino Construction Co., Inc. Glacier Northwest	4a. Tel. No.	b. Cell No.
	Stoneway Concrete Cadman (Heidelberg Cement) Salmon Bay Sand and Gravel	c. Fax No.	d. e-Mail
5. Location of plant involve	ed (street, city, state and ZIP code)	6. En	nployer representative to contact
King, Pierce and Sn	ohomish Counties in Washington USA		
7. Type of establishment (onstruction Relate	factory, mine, wholesaler, etc.) 8. Identify p	rincipal product or service 9. No	umber of workers employed DFOX 250
10. Full name of party filing b) (6), (b) (7)(C)	charge	11a. Tel. No. 206.623.5155	b. Cell No.
		c Fax No. 206.374.2143	d. e-Mail
(b) (6), (b)	charge /street. citv. state and ZIP code.)		
(b) (6), (b) (7)(C)	ECLARATION	Tel. No.	06.623.5155
(2) (3), (2) (1)(3)	itements therein are true to the best of my to Individual	nowledge and belief. 20 Cell No.	16.623.3133
	g charge) (Printitype name and titl		
(b) (6), (b) (7)	all impacted employees		06.374.2143 pbraunconsulting.com
Address (b) (6),	(b) (7)(C)	(date)/11, 2022	,
WILLFUL FALSE STATE	MENTS ON THIS CHARGE CAN BE PUNISHED BY F	INE AND IMPRISONMENT (U.S. CO	DE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA	or r	DO NOTW	RITEIN THIS SPACE
NATIONAL LABOR RELATIONS BOAR		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATIO AGENTS	30 VOLUME - DEED	19-CB-296049	5/18/2022
INSTRUCTIONS: File an original of this charge with to occurred or is occurring.			ager is code
	OR ITS AGENTS AGA	INST WHICH CHARGE IS BR	
a. Name IBEW Local 191		(b) (6), (b) (7	(C)
c. Address 27 N. Chelan Ave., Wenatchee, WA 98801		d. Tel. No. (509)663-1163	e.e. Cell No.
	CHIAN-N-A	í. Fax No.	g e-Mail (b) (b), (b) (7)(C) (b) bew191.com
 The above-named labor organization or its agents hat 8(b)(1)(A) of the National Labor Relations Act, and the 	ese unfair labor practic	es are unfair practices affect	Ing commerce within the meaning of
the Act, or are unfair practices affecting commerce wi	ithin the meaning of the	e Act and the Postal Reorger	ization Act.
2. Basis of the Charge (set forth a clear and concise star Since about (b) (6), (b) (7)(C) 2021, the above-na	med labor organiz	ation has restrained an	d coerced employees in the
exercise of rights protected by Section 7 of	the Act by refusing	and/or delaying in the	processing of a grievance for
(b) (6), (b) (7)(C) regarding ermination from	employment for ar	bitrary or discriminator	reasons or in bad faith.
3. Name of Employer		4a. Tel. No.	4b, Cell No.
Stetner Electrical Group			NO. 5 NO. 1000
		4c. Fax No.	4d. e-Mall
JOS KAN SI NE SERVEN SE EN EN SE	3.3 0.130		kgonzales@steiner.com
Location of Plant involved (street, city, state, and ZIP)	code)	6. Employer representative	le confact
840 F St. SW, PO Box 1750, Quincy, WA 9	8848	Kasey Gonzales HI	
7. Type of Establishment (factory, mine, wholeseler)	8. Principal produc	l or service	9. Number of Workers employed
Contractor	Electrical Cor	Iracling	300
1) Full name of party filing charge (b) (6), (b) (7)(C)		11a, Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	ZIP code)		
	12. DECLARAT	ION	* * * *
I declare that I have read the above charge and	d that the statements	therein are true to the best	
(b) (7)(C)			Tel No.
(b) (1)(C)			2
	(6), (b) (7)(C)	(b) (6), (b) (7)(C)
	пі/Іуре па	me and title or office, if any	Cell No.
Address		Date:	FaxNo.
(b) (6), (b) (7)(C)		11.1	1000
		5/8/22	e-Mail (b) (6), (b) (7)(C)
		/ /	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 100])
PRIVACY ACT STATEMENT

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRIT	E IN THIS SPACE
Case	Date Filed
19-CB-296268	5/23/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor prac	ctice occurre	ed or is occurring.
 LABOR ORGANIZATION OR ITS 	AGENTS AGAINST WHICH	CHARGE IS E	BROUGHT	
a. Name		b. Union Rep	resentative t	to contact
United Steel Workers 9241		(b) (6), (b) (7)	(C)	
		Title: (b) (6). (b) (7)(C)	
		(3) (3)	,, (=) (-)(=)	
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
, , , , , , , , , , , , , , , , , , , ,		(360) 698-31	90	(b) (6), (b) (7)(C)
3647 NW Byron St WA silverdale 98383		f. Fax No.		g. e-Mail
WWW. Silverdule 50505				
h. The above-named labor organization has engaged in and is engagir	na in unfair lahor practices wit	hin the meanin	n of section	8(h) and (list subsections)
(1)(A),(3)	of the Natio	onal Labor Rela	ations Act, a	nd these unfair labor practices
are practices affecting commerce within the meaning of the Act, or the Act and the Postal Reorganization Act.	hese unfair labor practices are	e practices affe	ecting comm	erce within the meaning of
	o facts constituting the allege	d unfair labor n	ractions)	
Basis of the Charge (set forth a clear and concise statement of the	e racis consuluing ine alleged	типпан тарог р	racuces)	
See additional page				
1 0				
Name of Employer		4a. Tel. No.	56	b. Cell No.
Skookum Educational Services		(360) 475-07 c. Fax No.	30	d. e-Mail
		C. Tax No.		Jeff.Doloven@skookum.org
				och.boloven@skookum.org
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact
4525 Auro Center Way			Jeff dolov	/en
WA Bremerton 98312				
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	,			
12. DECLARATION	h - d - f l d h - f - f	Tel.		\/7\/C\
declare that I have read the above charge and that the statements are true to the	best of my knowledge and belief	Call	(b) (6), (b) (r)(o)
) (6), (b) (7)(C)	Cell	(b) (6), (b) (7)(C)
(\$ epresentative or person making charge) (Print/type	name and title or office, if any	/) Fax		
(b) (6), (b) (7)(C)		· an		
(b) (b), (b) (F)(b)		e-M		
Address	(date)(12:10:05 PM	(b) (6)	, (b) (7)(C)
	, ,			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

THE PERSON OF TH		T ====================================	
UNITED STATES OF AMERICA	D		VRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOAR	Maria Maria Salama (Maria Maria Mari	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATIO AGENTS		19-CB-296443	5/24/2022
INSTRUCTIONS: File an original of this charge with the	he NLRB Regional D	Director of the region in which	ch the alleged unfair labor practice
occurred or is occurring.	OR ITS AGENTS AG	AINST WHICH CHARGE IS BE	ROUGHT
a. Name	TOTTIONOLITIONO	b. Union Representative t	
Northwest Carpenters Union		I have not been told	d who my Union Representative
			(b) (6), (b) (7)(C) and
		(b) (6), (b) (7)(C)	
c. Address		d. Tel. No.	e.e. Cell No.
25120 Pacific Hwy S #200		(253) 945-8800	(b) (6), (b) (7)(C)
Kent, WA 98032		f. Fax No.	g. e-Mail
STOCKED COME. OF SOMEON STOCKED STOCKED STOCKED		1	(b) (6), (b) (7)(C) a nwcarpenters.or (b) (6), (b) (7)(C)
			vcarpenters.org
 The above-named labor organization or its agents have 			
8(b)(1)(A) of the National Labor Relations Act, and the the Act, or are unfair practices affecting commerce wit			
Basis of the Charge (set forth a clear and concise state	nin the meaning of the	e Act and the Postal Reorgan	hor practices)
A complaint was presented to me on [9] (22			Local 41. (b) (6), (b) (7)(C)
of Local 816 filed a complaint on [816,18]			
mail on the counter, and I slam the door.	Union Represer	ntative (b) (b), (b) (7)(C) of O	PEIU Local 8 emailed
(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on (0)(6), (0) /22, sta	ting "my behavior	r has not changed", and	the next course of action is to
file a grievance against me, involve the local	authorizes, and	file a restraining order	I was NEVER notified (0)(6),(0)(7)(0)
had an issue with me. I was told on F		The state of the s	
			A STATE OF THE STA
above-named labor organization has failed to	100		
conflict of interest as (b) (6), (b) (7)(C) is (b) (
(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)	. The alleg	ations against me are v	ery serious, and the course of
action they want to take is too. Within the pre	evious six months	s, the above-named lab	or organization has failed in its
duty to fairly represent (b) (6), (b) (7)(C) for arb			ACCUSATION OF THE PROPERTY OF
that my (b) (6), (b) (7)(C) was notified of the			
name of my Union Representative. It's been			aven't even received an email
stating they are in receipt of my email and w	ill follow up with r	my request.	
Name of Employer		4a. Tel. No.	4b. Cell No.
UBC Local 41		425-277-4139	
		4c. Fax No.	4d. e-Mail
			41@northwestcarpenters.
			org (b) (6), (b) (7)(C)
		Į.	the local's primary email
			The local's other email
			belongs to the
			Bookkeeper:41bkkpr@
			northwestcarpenters.org
			Financial Secretary's email
			is:jimmy.haun1@gmail.co
		No.	m
5. Location of Plant involved (street, city, state, and ZIP c	ode)	6. Employer representative	
231 Burnett Ave. N. Suite B, Renton, WA 98		James Haun Finance	
Type of Establishment (factory, mine, wholesaler)	8. Principal produc		Number of Workers employed
Union	Representation		2
10. Full name of party filing charge	Representant	11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(2), (3), (1),(3)			
		11c. Fax No.	11d e-Mail (b) (6) (b) (7)(C)
			(b) (6), (b) (7)(C)
11 Address of party filing shares (steed site state and 2	ID code\		
11. Address of party filing charge (street, city, state, and Z	ar code)		
(b) (6), (b) (7)(C)			

I declare that I have read the above charge and the	12. DECLARATION nat the statements therein are true to the be-	st of my knowledge and belief.
(b) (6), (b) (7)(C) By:	(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)
(signature or representative or percent making charge)	Print/type name and title or office, if any	Cell No.
(b) (6), (b) (7)(C)	Date: 5/24/22	Fax No. e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	TOTAL EXEMIT TOTALETT TO CO.O.O.O.O.		
DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
19-CB-296446	5/25/2022		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor prac	tice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS E	BROUGHT	
a. Name		b. Union Rep	resentative	to contact
UFCW3000		(b) (6), (b) (7)(C)		
		Title: not a	voilable	
		Tide. Hot a	valiable	
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
c. Address (Street, City, State, and ZIF Code)		(b) (6), (b) (7)(C)	C. CONTO.
2805 N Market Street		f. Fax No.		g. e-Mail
WA Spokane 99207				(D)(G),(I) @ufcw21.org
h. The above-named labor organization has engaged in and is engaging				8(b) and (list subsections) and these unfair labor practices
(1)(A),(1)(A), (2) are practices affecting commerce within the meaning of the Act, or the				
the Act and the Postal Reorganization Act.			g	
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	ractices)	
See additional page				
Name of Employer		4a. Tel. No.		b. Cell No.
Providence Centralia Hospital		(360) 330-89	62	
·		c. Fax No.		d. e-Mail
				Patrick.Dorsey@providence.org
Location of plant involved (street, city, state and ZIP code)		l	6 Employ	er representative to contact
			Patrick D	
914 S Scheuber Rd WA Centralia 98531			r durch D	olooy
			0.11	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(0	C)	(b) (6), (b) (7)(C)
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
11. Address of party lilling charge (street, city, state and zir code.)				(b) (b), (b) (1)(b)
(b) (6), (b) (7)(C)				(5) (5), (5) (1),(5)
(b) (6), (b) (7)(C)				
(b) (6), (b) (7)(C)		Tel.		
(b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the	best of my knowledge and belief	Tel.	No. (b) (6), (b	
(b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the (b) (6), (b) (7)(C)	best of my knowledge and belief (b) (6), (b) (7)(C)	Tel.	(b) (6), (b No.	o) (7)(C)
(b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the (b) (6), (b) (7)(C)		Cell	(b) (6), (b) No. (b) (6), (b)	o) (7)(C)
(b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell	(b) (6), (b) No. (b) (6), (b)	o) (7)(C)
(b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell Fax	(b) (6), (b) No. (b) (6), (b) No.	o) (7)(C)
(b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type	(b) (6), (b) (7)(C) name and title or office, if any	Cell	(b) (6), (b) No. (b) (6), (b) No.	o) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by requiring nonmembers to pay dues and fees that are not related to representational activities.

8(b)(1)(A) and 8(b)(2)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by causing the employer to discriminate against an employee(s) in retaliation for failing to pay union dues.

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRIT	E IN THIS SPACE
Case 19-CB-296447	Date Filed 5/24/2022

1. LABOR ORGANIZATION OR ITS			ctice occurre	
	AGENTS AGAINST WHICH			
a. Name		b. Union Rep	resentative	to contact
Laborers Local 238		(b) (6), (b) (7	(C)	
		Title:		
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
4220 N. Colional Ct		(509) 328-66	60	
1330 N Calispel St WA Spokane 99201		f. Fax No.		g. e-Mail
Throponalio 60201				
h. The above-named labor organization has engaged in and is engagin	g in unfair labor practices wit	thin the meanin	g of section	8(b) and (list subsections)
(1)(A)	of the Natio	onal Labor Rela	ations Act, a	and these unfair labor practices
are practices affecting commerce within the meaning of the Act, or the Act and the Postal Reorganization Act.	iese unfair labor practices ar	e practices affe	ecting comm	nerce within the meaning of
Basis of the Charge (set forth a clear and concise statement of the	facts constituting the allege	d unfair labor n	ractices)	
2. Busis of the charge (out forth a great and controls diatorners of the	radio conditating the anegot	a aman rabor p	radiroody	
See additional page				
2. Name of Employer		4a. Tel. No.	I	b. Cell No.
Name of Employer Affordable Custom Cabinets				
		(509) 928-76	45	b. Cell No.
Amorado odolom odomoto		(509) 928-76 c. Fax No.	45	d. e-Mail
, includable sustain submote			45	
				d. e-Mail will@affordablecustomcabs.com
Location of plant involved (street, city, state and ZIP code)			6. Employ	d. e-Mail
Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd				d. e-Mail will@affordablecustomcabs.com
Location of plant involved (street, city, state and ZIP code) S421 N Corrigan Rd WA Otis Orchards 99027	9. Identify principal product	c. Fax No.	6. Employ Will	d. e-Mail will@affordablecustomcabs.com er representative to contact
Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd	Identify principal product	c. Fax No.	6. Employ Will	d. e-Mail will@affordablecustomcabs.com
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.)	Identify principal product	c. Fax No.	6. Employ Will	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed
Location of plant involved (street, city, state and ZIP code) S421 N Corrigan Rd WA Otis Orchards 99027	Identify principal product	c. Fax No. or service	6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	c. Fax No. or service 11a. Tel. No. (b) (6), (b) (7)(6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No.
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.) 10. Full name of party filing charge	8. Identify principal product	c. Fax No. or service	6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No. d. e-Mail
 Location of plant involved (street, city, state and ZIP code) S421 N Corrigan Rd WA Otis Orchards 99027 Type of establishment (factory, mine, wholesaler, etc.) Full name of party filing charge (b) (6), (b) (7)(C) Address of party filing charge (street, city, state and ZIP code.) 	8. Identify principal product	c. Fax No. or service 11a. Tel. No. (b) (6), (b) (7)(6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No.
 5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.) 10. Full name of party filing charge (b) (6), (b) (7)(C) 	8. Identify principal product	c. Fax No. or service 11a. Tel. No. (b) (6), (b) (7)(6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No. d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.) 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)	8. Identify principal product	c. Fax No. or service 11a. Tel. No. (b) (6), (b) (7)(c. Fax No.	6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No. d. e-Mail
 Location of plant involved (street, city, state and ZIP code) S421 N Corrigan Rd WA Otis Orchards 99027 Type of establishment (factory, mine, wholesaler, etc.) Full name of party filing charge (b) (6), (b) (7)(C) Address of party filing charge (street, city, state and ZIP code.) 		c. Fax No. or service 11a. Tel. No. (b) (6), (b) (7)(6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No. d. e-Mail (b) (6), (b) (7)(C)
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.) 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the language (street).		c. Fax No. or service 11a. Tel. No. (b) (6), (b) (7)(c. Fax No.	6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No. d. e-Mail (b) (6), (b) (7)(C)
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.) 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the top (b) (6), (b) (7)(C)	pest of my knowledge and belief	or service 11a. Tel. No. (b) (6), (b) (7)(c. Fax No.	6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No. d. e-Mail (b) (6), (b) (7)(C)
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.) 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the language (street, city, state and ZIP code.) (c) (Print/type of the language (street) (st	pest of my knowledge and belief	or service 11a. Tel. No. (b) (6), (b) (7)(c. Fax No.	6. Employ Will 9. Numbe	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No. d. e-Mail (b) (6), (b) (7)(C)
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.) 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the top (b) (6), (b) (7)(C)	pest of my knowledge and belief	c. Fax No. or service 11a. Tel. No. (b) (6), (b) (7)(c. Fax No. Tel. Cell	6. Employ Will 9. Numbe No. (b) (6), (b) No.	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No. d. e-Mail (b) (6), (b) (7)(C)
5. Location of plant involved (street, city, state and ZIP code) 5421 N Corrigan Rd WA Otis Orchards 99027 7. Type of establishment (factory, mine, wholesaler, etc.) 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements are true to the language (street, city, state and ZIP code.) (c) (Print/type of the language (street) (st	pest of my knowledge and belief (6), (b) (7)(C) name and title or office, if any	or service 11a. Tel. No. (b) (6), (b) (7)(c. Fax No.	6. Employ Will 9. Numbe C) No. (b) (6), (b) No.	d. e-Mail will@affordablecustomcabs.com er representative to contact er of workers employed b. Cell No. d. e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE						
Case 19-0	CB-296549	Date Filed 5/26/2022				

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

4 LABOR ORGANIZATION OR IT	O AOFHTO	A CAINIST VALUE I CUADO	OF IC PROU	OUT	
1. LABOR ORGANIZATION OR IT	S AGENTS A	AGAINST WHICH CHARG			
ame AMSTERS UNION LOCAL 760			b. Union Representative to contact (b) (6), (b) (7)(C)		
c. Address (Street, city, state, and ZIP code) 1211 W. LINCLON AVENUE YAKIMA, WA 98902			d. Tel. No. (509) 452-	7194	e. Cell No.
1 AKIMA, WA 70702			f. Fax. No. (509) 452-	7354	
			g. e-mail (a) (6). (a) team	sters760.or	rg
h. The above-named labor organization has engaged in and is enga	iging in unfair	r labor practices within the	meaning of	section 8(b)	and (list subsections)
SECTION 8 (b) (1) (A)		of the Nation	nal Labor Re	lations Act, a	and these unfair labor
practices are practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act.	the Act, or th	nese unfair labor practices	are practice	s affecting o	ommerce within the
2. Basis of the Charge (set forth a clear and concise statement of the THE TEAMSTERS UNION LOCAL 760 HAS BREACHE negligent in failing to provide the required support to develor contract but that is it. We have no job steward, we have had grievance! The union is acting in bad faith and making arbit they will process and provide no written explanations for the and grievance was processed but mine was no conditions. ALL OF WHICH BENEFITS THE EMPLOYE	p a function of the property o	DUTY OF EQUAL RE nal union unit within the neetings or training, no ons by being selective f On (b) (6), (b) (7)(C), 2022, 1 was forced to leave be	PRESENA the radio em t even on he from whom I filed a (b) ecause of (b)	TION, The aployees. We ow to propose and which grievance (6), (b) (7)(0	te have a union erly fill out a types of grievances with (b) (6), and the unsafe work
		4a. Tel. No. (206) 763-5277	b. Cell No. c. Fax No. (206) 788-320		c. Fax No. (206) 788-3204
1040 S. HENDERSON STREET, SEATTLE, WA 98108	d. e-mail mikeleong@seamarchc.org				
 Location of plant involved (street, city, state and ZIP code) SUNNYSIDE AVENUE GRANGER, WA 98923 			M. LEON	G, SENIOR	ive to contact R VICE PRESIDENT, ORATE AFFAIRS
7. Type of establishment (factory, mine, wholesaler, etc.) PUBLIC RADIO STATION & COMMUNITY CENTER	8. Identify p NEWS/IN	rincipal product or service FO/EDUCATION/EN	TERTAIN	9. Number of 20 PLUS	of workers employed
10. Full name of party filing charge (b) (6), (b) (7)(C)					
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)	c. Fax No.
		d. e-mail (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge	and that the	statements		el. No.	
(b) (6), (b) (7)(C)	(b) (6	(b) (b), (b) (7)(C)	C	Cell No.	
(signature or representative or person making charge)	(Print/type na	ame and title or office, if any)	F	ax No.	
Address (b) (6), (b) (7)(C)	_	Date MAY 22, 2022	е	-mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	TOTAL EXEMIT TOTAL TOTAL TOTAL OF THE	
DO NOT WRIT	E IN THIS SPACE	
Case	Date Filed	
19-CB-296684	5/27/2022	
	1	

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor prac	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS E	BROUGHT	
a. Name		b. Union Rep	resentative	to contact
Washington State Nurses Association		Timothy S	ears	
		Title: Chief	General Co	nunsel
		O'llo	Contorui Co	varisor
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
ETE Andover Dark West Suite 404		(206) 575-79	79	
575 Andover Park West Suite 101 WA Seattle 98188		f. Fax No.		g. e-Mail
The Could College				tsears@wsna.org
h. The above-named labor organization has engaged in and is engagin	ng in unfair labor practices wit	hin the meanin	a of section	8(b) and (list subsections)
(3)	of the Natio	onal Labor Rela	ations Act, a	nd these unfair labor practices
are practices affecting commerce within the meaning of the Act, or the Act and the Postal Reorganization Act.	hese unfair labor practices ar	e practices affe	ecting comm	erce within the meaning of
Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the allege	d unfair labor n	ractices)	
2. Busis of the oriting (sectional and contribution and	radio doristitating the alleged	a arrian rabor p	ractioosy	
See additional page				
		4- T-LN-		- O-IIN-
Name of Employer		4a. Tel. No. (360) 606-05	40	b. Cell No.
PeaceHealth Southwest		c. Fax No.	40	d. e-Mail
		C. Tux No.		mswartout@peacehealth.org
				mswartout@peacerream.org
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact
400 NE Mother Joseph PI			Miriam Sv	vartout
WA VANCOUVER 98664				
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)				
12. DECLARATION		Tel.	No.	N/T//C)
12. DECLARATION I declare that I have read the above charge and that the statements are true to the	best of my knowledge and belief	0-11	(b) (6), (b) (r)(C)
	(b) (6), (b) (7)(C)	Cell	NO.	
epresentative or person making charge) (Print/type	name and title or office, if any	/) Fax	No.	
(h) (C) (h) (7)(O)		· an		
(b) (6), (b) (7)(C)		e-M		
Address	(date)(01:08:20 PM	(b) (6)	, (b) (7)(C)
	• • •			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE					
Case		Date Filed			
	19-CB-296727	5/31/2022			

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR IT	S AGENTS	AGAINST WHICH CHAP	RGE IS BROUGHT			
a. Name TEAMSTERS UNION LOCAL 760			b. Union Representative to contact (b) (6), (b) (7)(C)			
c. Address (Street, city, state, and ZIP code) 1211 W. LINCLON AVENUE YAKIMA, WA 98902			d. Tel. No. (509) 452-7194	e. Cell No.		
17AKIMA, WA 90902			f. Fax. No. (509) 452-7354	,		
	g. e-mail @teamsters760.org					
h. The above-named labor organization has engaged in and is enga SECTION 8 (b) (1) (A) practices are practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act.		of the Nati	onal Labor Relations Ad	ct, and these unfair labor		
negligent in failing to provide the required support to develor contract but that is it. We have no job steward, we have had grievance! The union is acting in bad faith and making arbit they will process and provide no written explanations for the union until (b)(b)(b)(f)(c) when I filed a (b) grievance (b) (6) union. ALL OF WHICH BENEFITS THE EMPLOYEER A	no union marary decision eir actions.	neetings or training, nons by being selective I have filed a number () . My grievance w	not even on how to pre- te from whom and what of grievances which was processed, only af	operly fill out a ich types of grievances were ignored by the der I pressured the		
3. Name of Employer NORTHWEST COMMUNITIES' EDUCATION CENTER, A SUBSIDIARY OF SEA-MAR COMMUNITIES HEALTH CLINICS		4a. Tel. No. (206) 763-5277	b. Cell No.	c. Fax No. (206) 788-3204		
1040 S. HENDERSON STREET, SEATTLE, WA 98108		mikeleong@seamarchc.org				
5. Location of plant involved (street, city, state and ZIP code) 121 SUNNYSIDE AVENUE GRANGER, WA 98923	7	6. Employer representative to contact M. LEONG, SENIOR VICE PRESIDEN LEGAL AND CORPORATE AFFAIRS				
7. Type of establishment (factory, mine, wholesaler, etc.) PUBLIC RADIO STATION & COMMUNITY CENTER 8. Identify principal product or so NEWS/INFO/EDUCATION						
10. Full name of party filing charge (b) (6), (b) (7)(C)						
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)	c. Fax No.		
		d. e-mail (b) (6), (b) (7)(C)				
12. DECLARATION I declare that I have read the above charge are true to the best of my knowled (b) (6), (6)	and that the	statements	Tel. No.			
(signature of representative or person making charge)	(, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		Fax No.			
Address (b) (6), (b) (7)(C)		Date MAY 26, 2022	Y 26, 2022			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT